TOWN OF WAYLAND

WARRANT

FOR THE

ANNUAL TOWN MEETING

APRIL 27, 1988

AND

REPORT

OF THE

FINANCE COMMITTEE

WITH

RECOMMENDATIONS AND BUDGETS

SOME PERTINENT INFORMATION ABOUT WAYLAND'S TOWN MEETING PROCEDURES

Town Meeting is preceded by a Warrant such as this, mailed to citizens and listing the Articles to be acted upon, along with Recommendations by the Finance Committee. It is important to distinguish between the Articles and the Recommendations.

The Moderator has complete control of the meeting, with the authority to rule on any matter. A quorum of 100 citizens is required.

Articles in the Warrant must be considered in the order in which they appear, unless Town Meeting votes by a TWO-THIRDS vote to change the order.

TO ADDRESS THE MEETING: Rise, call out, "Mr. Moderator," and remain standing until you are recognized by the Moderator. Address the chair when making motions, commenting, or requesting information. The correct language is: "Mr. Moderator, I move . . . . ," "Mr. Moderator, may I ask through you" (then state the question which you want some board, official, or previous speaker to answer), or "Mr. Moderator . . ." and then make your comments or suggestions.

Note that once you sit down after speaking, you relinquish your claim to the floor. Any person must yield the floor if the Moderator so requests. A speaker may only be interrupted by a voter to request he speak louder or for a point of order, some of which are: questions as to legality or propriety of the meeting; motion not within scope of Article; doubt of a quorum. No votes are taken on points of order. The Moderator makes the ruling, and it stands.

Every voter has the right to ask questions about parliamentary procedure or make points of order. Otherwise, substantive issues generally may be addressed only if a motion has first been made.

TO MAKE A MOTION: It is quite proper for any voter to offer a motion under any Article. The Town Counsel or Moderator can assist in wording your motion. A motion must both lie within the subject matter of the Article and be legal, or it will be ruled out of order. A motion is made, seconded, repeated by the Moderator, discussed, voted on, and finally disposed of by the Moderator. The Moderator allows, at most, two amendments to a motion at any time. An amendment is moved, discussed, voted on, and then the main motion, either amended or not, is put to a vote.

TO AMEND A MOTION: Obtain the floor, say, "I move to amend the motion by . . . ." An amendment may delete or add words to the main motion or substitute a completely new sentence or motion. Motions to amend are debatable and require only a MAJORITY vote, even though the main motion may require a two-thirds vote.

SOME PERTINENT INFORMATION - (Continued)

TO LIMIT DEBATE: If you think the discussion has gone on long enough, you may "Move the previous question." If the motion is passed, it will stop discussion. This motion requires a TWO-THIRDS vote and may not be amended or debated.

If you wish the meeting to take no action under an Article, you may "Move that the Article be passed over." This takes a MAJORITY vote and, in effect, kills the Article.

If a voice vote is so close that the Moderator is in doubt, or if seven voters challenge his call, he may ask for a standing counted vote. When a two-thirds vote is required, the Moderator usually takes a counted vote unless the voice vote was unanimous.

Questions which usually require a two-thirds vote are: borrowing money; appropriations for purchase or taking of land, adoption or amendment of Zoning By-Laws; considering an Article in other than the given order, including returning to an Article; reconsideration of an Article once acted upon and disposed of; moving the previous question. Note: Only a majority vote is needed to reconsider an Article before it is disposed of.

TO ADJOURN THE MEETING: If you wish to adjourn the meeting before all the Articles have been disposed of, you may "Move to adjourn until (and name a time and place)." A motion to adjourn takes a MAJORITY vote and may be made at any time during the meeting, even though other motions may be pending. No motion to dissolve Town Meeting is in order until every Article has been considered and acted upon.

HELPFUL INFORMATION ABOUT WAYLAND

	FY 1987-88	FY 1988-89
Population (January 1, each year)	12,049	12,625
Registered Voters	7,211	7,212
School Enrollment (October 1, each year)	2,110	2,080
Assessed Valuation	$633,635,000	$1,272,028,000
Tax Levy	$ 13,752,271	$14,904,990

The tax rate is $11.00 (estimated 3/1/88) per $1,000 of assessed valuation.

Town expenditures of $633,635 is equal to $1.00 on the tax rate.

For further information, refer to the Town Report available at the Town Office.

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1988 ANNUAL TOWN MEETING

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CONSENT CALENDAR

In the interest of expediting Town Meeting and saving valuable time for discussion of key issues, Wayland is using the "Consent Calendar" to speed passage of Articles which the Moderator and the various Boards and Committees feel appear to raise little controversy. The purpose of the Consent Calendar is to allow the Motions under these Articles to be acted upon as one unit and to be passed by an unanimous vote without debate. The Articles involved will thus be disposed of.

THE CONSENT CALENDAR WILL BE TAKEN UP AS THE FIRST ORDER OF BUSINESS AT THE COMMENCEMENT OF TOWN MEETING ON APRIL 27, 1988.

At the call of the Consent Calendar, the Moderator will call out the numbers of the Articles on the Consent Calendar, one by one. IF ANY VOTER HAS ANY DOUBT ABOUT PASSING ANY MOTION, OR WISHES AN EXPLANATION OF ANY SUBJECT ON THE CONSENT CALENDAR, OR HAS AN ADDITIONAL MOTION TO MAKE UNDER ANY ARTICLE, HE SHOULD STAND AND SAY THE WORD, "HOLD", IN A LOUD, CLEAR VOICE WHEN THE NUMBER IS CALLED. The Article will then be removed automatically from the Consent Calendar and restored to its original place in the Warrant, to be brought up, debated, and voted on in the usual way. Remember, it is only our opinion that these motions can be passed without debate. It is your opinion that counts, and if it differs from ours, we urge you to say so.

After the calling of the individual items on the Consent Calendar, the Moderator will ask the Consent Calendar be adopted by a unanimous vote.

Note that any other Motions which might have been made under these Articles will be closed off.

In order for the Consent Calendar to be successful, it is necessary for people to review the Warrant carefully before coming to Town Meeting. If you have any questions about the Articles, please attend the Warrant Hearing Tuesday, April 19, 1988, at the Town Building. You may also call the Executive Secretary, Edward N. Perry, at 358-7701, before Town Meeting time.

ARTICLES PROPOSED FOR CONSENT CALENDAR

ARTICLE	MOTION
Article 8 - COMPENSATION OF ELECTED OFFICIALS:	Move in the words of the Article. (see page 58
Article 35 - AUTHORIZE SELECTMEN TO SELL OR TRADE:	Move in the words of the Article, in order to authorize disposal of the property listed under Article 35. (see page 117
Article 36- AUTHORIZE TREASURER TO BORROW:	Move in the words of the Article. (see page 118

FINANCE COMMITTEE REPORT

Background

The Finance Committee is charged with the responsibility to observe Town operations in a comprehensive manner, and make recommendations on funding levels for each department. In this process it considers the legal and operational responsibilities of all Boards, Committees and Commissions with budgets included in the annual Town Warrant. The Committee seeks to represent the best interests of the entire Town in preparing a Financial Plan for consideration at annual Town Meeting.

The process of constructing a financial plan requires active input from many public services in Wayland. Votes at Town Meeting provide input. Input is received from the people who provide services, interaction with our friends and neighbors, from citizen petitions and from public discussion of issues in the press.

Having seen no clear signal for reduced services and having heard the vote of the citizenry at the time of the vote of Proposition 2 1/2, the Finance Committee has pursued a policy of attempting to continue the current level of service. This has meant that we use all of our financial capability, short of a budget override, in this attempt. But uncontrollable cost factors, due to inflation, have made this policy unachievable. This policy has resulted in the incremental reduction of service. We have, in fact, witnessed a fairly significant reduction in services. This is most noticeable in our roads. The maintenance of the roofs on our school buildings has been quite limited. Other capital expenditures have been postponed. It has also meant there have been very few new service initiatives.

The problem faced by the current and past Finance Committees is the rising cost of providing services compared to a set of revenue sources that do not increase at quite the same rate and which are not totally predictable. At some point the revenues will not match Town needs. This point is not clear. It will be created by additional program requests, reduced revenues and/or an emergency of some type.

The 1989 Budget Process

The budget process for FY 1989 began in the fall of 1987 with a budget narrative meeting of the various departments of the town. At this meeting the departments outlined their program missions. This was followed by the development of a budget guideline memo which was sent to all Department Heads, Boards,

Commissions and Committees informing them of the available budget dollars for each agency. This guideline was developed by the Finance Committee with input from the Town Finance Director.

The guideline, as described, attempted to provide sufficient extra dollars to fund the anticipated wage and salary obligations to current employees and operation expense money at the same level as the present year.

This guideline budget totaled about $21,400,000, excluding any money for Articles. This exceeded the anticipated income by about $660,000. This additional amount would have had to have been taken from the Unreserved Fund Balance (E&D, Free Cash, etc.).

When all the department requests were received the total was $22,100,000, exceeding the guidelines by $706,000 and total revenues by $1,360,000. Of the 36 budgets submitted 14 were at or close to the established guidelines. The remaining 22 had exceeded guidelines by a significant amount and in most cases advocated increases in staffing or the addition of new services.

The Finance Committee then conducted discussions with each of the departments about their budgets. Each department presented strong cases for their requests and the requirement for the services their budget funded. Many of the services are required by law.

When all of the department budgets and Articles had been heard, the Committee then considered the relative merits of each request and through a difficult process, created a financial plan. This process involved making budget cuts and funding some needed purchases by borrowing money. The resulting budget amounted to $21,681,000 (including all State and County assessments). The Articles add an additional $591,000. This results in a total financial plan of $22,272,823 for the year.

The Town's budgets exceed the anticipated revenues by $982,000. This amount will have to be taken from the Unreserved Fund Balance, the remaining will be borrowed. This amount together with the $221,000 for the Articles leaves about $16,000 in the Unreserved Fund Balance account if all of the proposed commitments are funded. This is the second year in a row that the Town has had to expend essentially all of its available surplus.

In years before Proposition 2 1/2, no money was taken from the Unreserved Fund Balance for the operating budget. All of the Unreserved Fund Balance was available for Articles or one-time expenses. Only major expenses such as schools and the Town

Building renovations were funded by borrowing. Next year, we expect that all of the money available in the Unreserved Fund Balance will be used to fund the Department Budgets leaving nothing for Articles.

Significant Money Articles

This year the School Committee is beginning the activity of school building renovation. They have requested money for a study that will provide plans for major work on roofs, heating systems, and building configuration. Further money will be requested for the actual construction work in the future.

Planning money is also being requested by the Road Commissioners for plans to construct the liner for the next landfill cell.

The Town Clerk is requesting money for new voting machines. The computer equipment used to read the current ballots is expensive to maintain, and requires significantly more personnel to operate. These new machines will simplify the process of vote counting and reporting.

The Surface Water Quality Committee is requesting money to complete improvements to the drainage around Dudley Pond. This is a matching funds project through the Clean Lakes Act.

The Road Commissioners have requested money for Road Resurfacing. This is for routine road resurfacing. Funds are reimbursed by the State.

The Water Commissioners are requesting money to replace some water mains around Dudley Pond. This money will be provided in part by betterment assessments to abutters.

Reassessment

The Town is reassessed every three years as a mandate of the State. 1987 has brought another reassessment which has been reflected in the latest tax bill. The reassessment results in a redistribution of tax burden among the households and businesses of the Town. In general terms roughly one third of the properties increase in assessed value, one third remain the same and one third go down. The reassessment for Wayland does not mean an increase in the revenue raised by taxes. The amount of money raised by taxes is limited by Proposition 2 1/2. For Wayland the part of Proposition 2 1/2 that currently applies is that the tax levy (the amount raised by Real Estate and Personal Property taxes) cannot increase beyond 2.5% per year. In addition the levy can also increase for new buildings and any debt exemptions approved by the voters.

What's happening

The Finance Committee has been able to compose a budget that considers community needs within the strictures of Proposition 2 1/2. However, with the passing of time, the constraints of Proposition 2 1/2 creates a tighter and tighter financial squeeze on the community. The continued demand for services and the continued increase in the cost of providing service on one side and funding streams that don't quite keep up on the other create a widening gap, funded entirely by surplus funds. No significant reduction in service has taken place since the imposition of 2 1/2. Some improvement in efficiency has occurred. Funding services are somewhat more diversified. Fee supported services grow. Revenue from fines grows. We borrow more to fund current operations. We use more of our savings for current expenses than we did in the past. Yet, the available bulk of revenues come from the property tax. These trends could lead to financial problems in the future. The Finance Committee cannot guarantee that there will be enough surplus funds to meet the Town's budget needs in light of the emerging gap between appropriations and available revenues.

The accompanying graph shows the rate of growth in fees, fines and interest, Auto Excise Tax Federal Revenue Sharing and Net receipts from the State. The growth in these revenues for the last several years has permitted the growth of the budget beyond what would otherwise be possible if the only growth was that which Prop 2 1/2 permitted.

Greater risk is taken each year. The risk is taken in two ways. First, there is a risk that the following year's budget cannot be funded. Second, there is a risk that no capacity exists to accommodate emergencies.

The Future

To continue the level of service now provided and to meet the anticipated services of the future, changes must occur. The Finance Committee hopes that the corrective action does not occur as a result of financial crisis. It seeks, rather, an orderly path toward continued financial health. The solutions lie in increased income streams, increased efficiency and cost reduction measures, an increased tax base or reduced services.

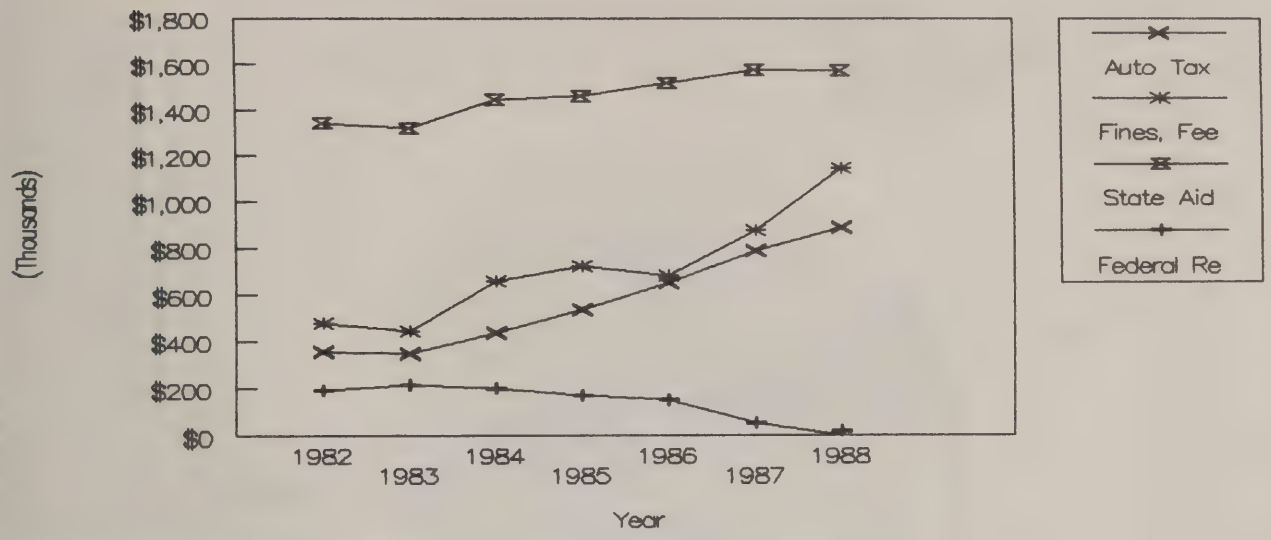
Wayland, despite the complications of producing a budget, continues to be a particularly attractive Town. Its schools have achieved national recognition, its property values have risen and it has demonstrated a high level of caring for its citizens.

A Word of Thanks

The Finance Committee is grateful to members of Town Government, both volunteer and employees. Particular thanks go to the Executive Secretary, Finance Director, Associate Town Counsel, Office Administrator and the word processing crew for their assistance and support in preparing the Warrant for your consideration. The Town is fortunate to have a staff of such character and quality. Thank you.

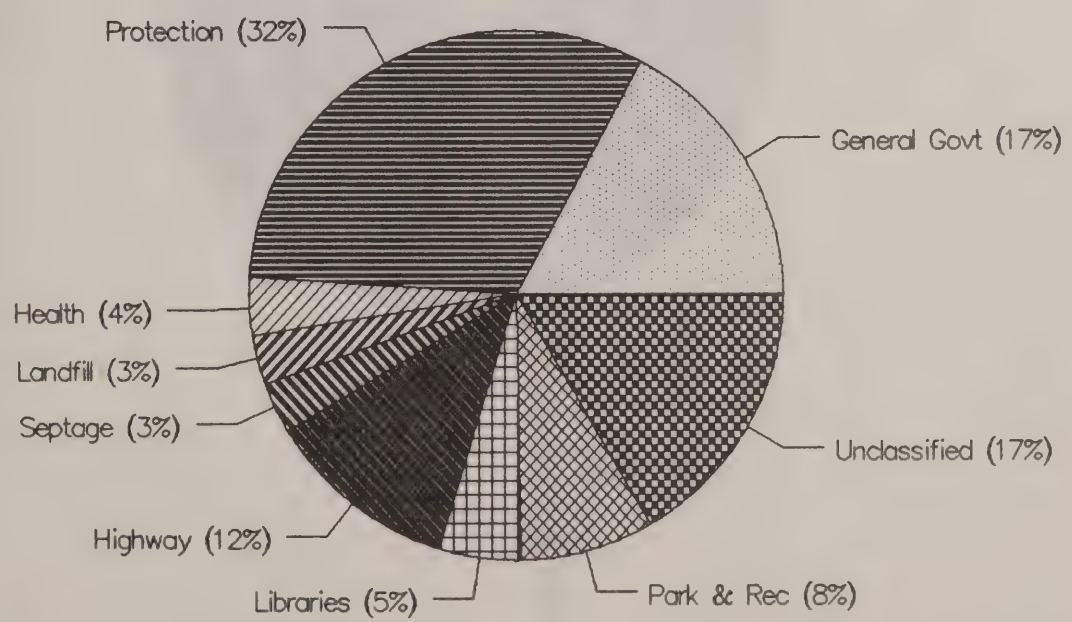
Town Revenues

Exclusive of Real Estate Taxes

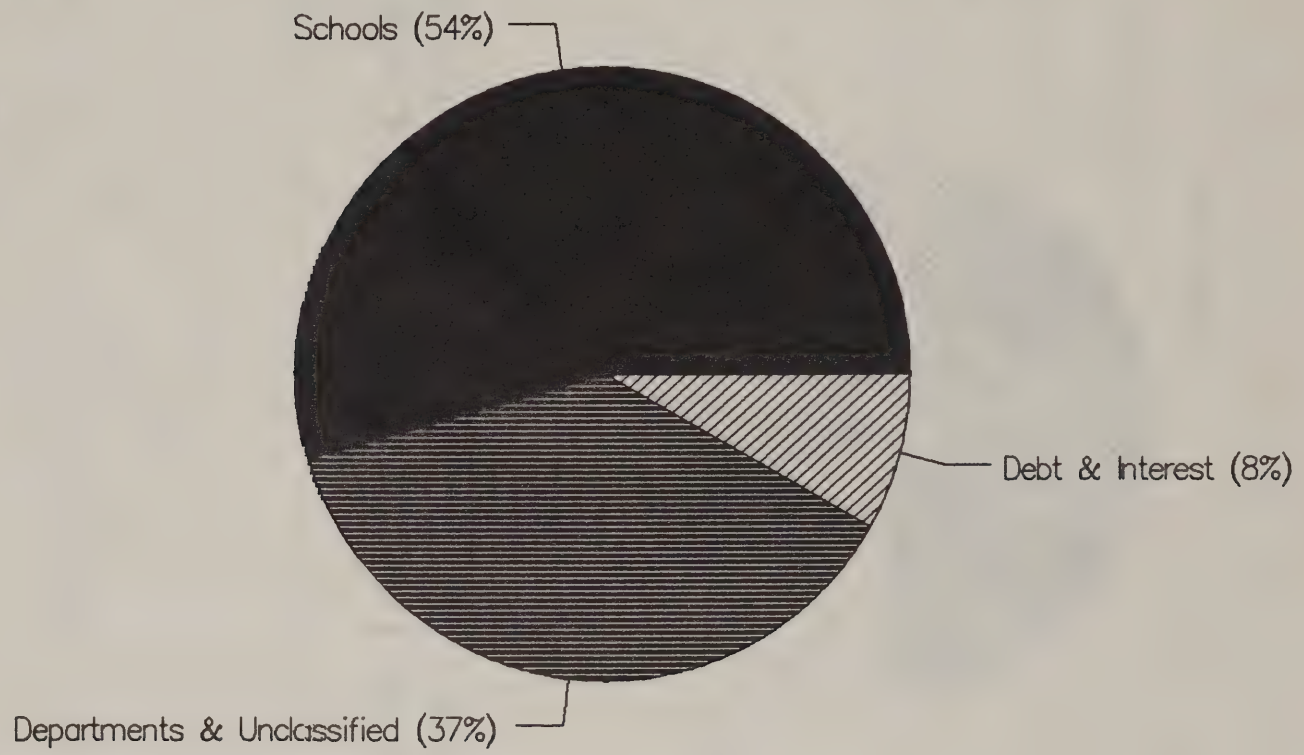


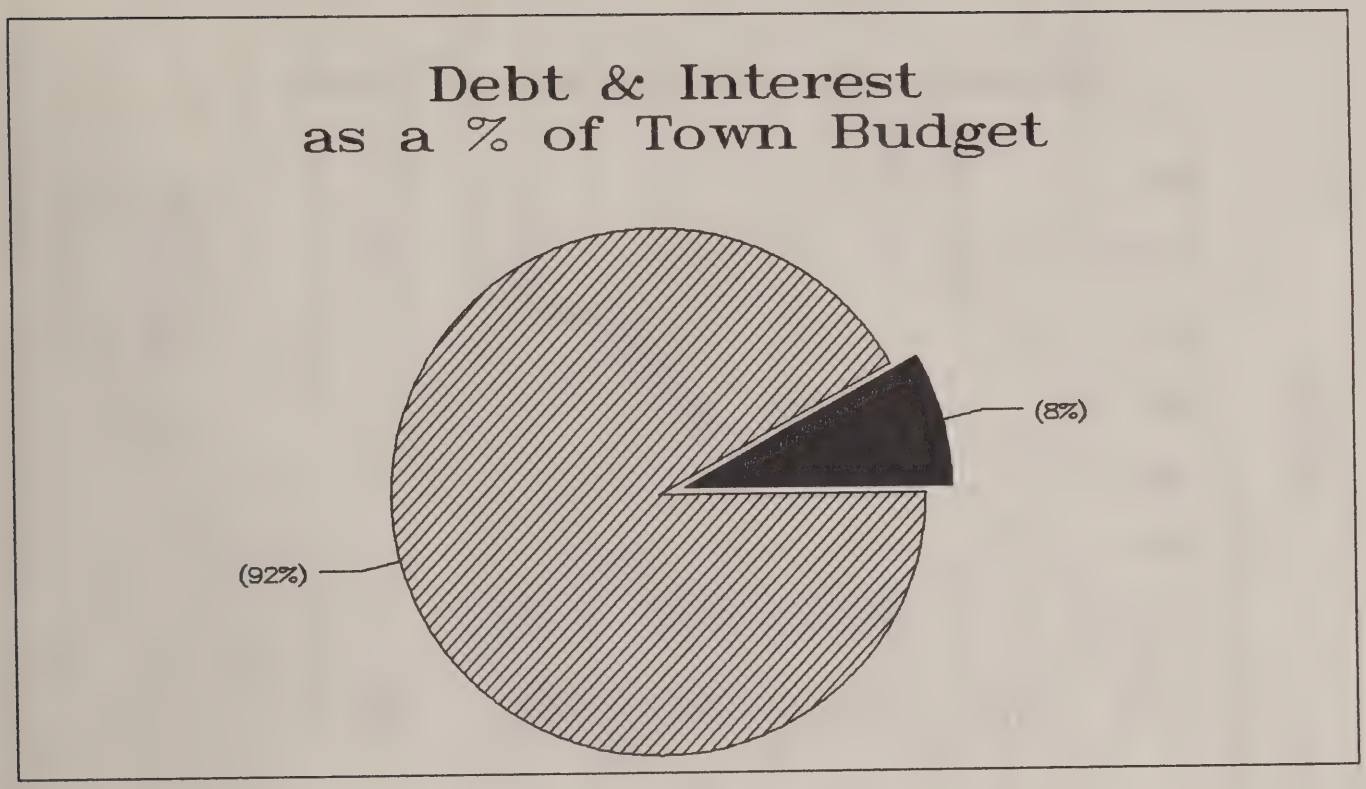
Wayland Departmental Budgets

Excluding Schools and Debt & Interest



Wayland Departmental Budgets Including Schools




Debt & Interest
as a % of Town Budget
(8%)
(92%)

Unreserved Fund Balance History

Before & After Allocation of Funds

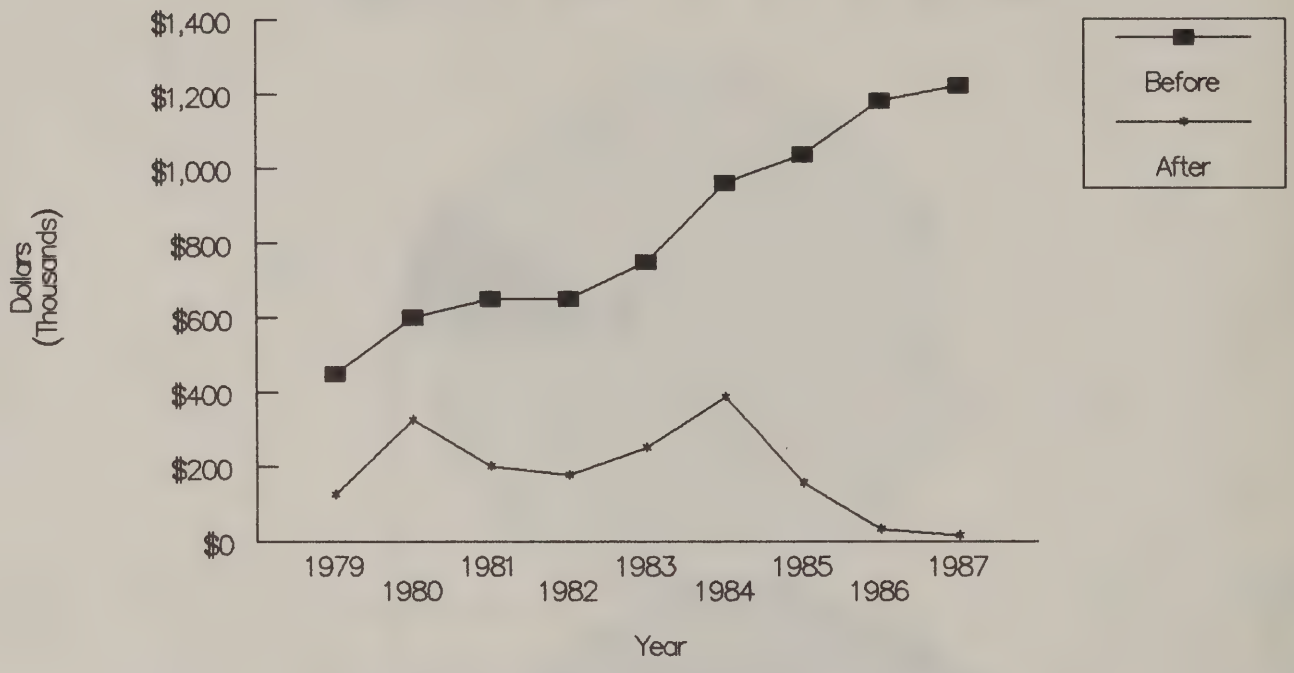


TABLE I

WAYLAND INCOME AND EXPENSE STATEMENT

	FY 1985	FY 1986	FY 1987	FY 1988	Est. FY 1989
Budget	$ 14,946,470	$ 15,922,536	$ 16,967,435	$ 18,626,073	$ 19,916,506
Articles & Water Budget	+ 828,925	+ 1,789,819	+ 880,750	+ 5,810,000	+ 591,823
TOTAL TOWN EXPENSE	15,775,395	17,712,355	17,848,185	24,436,073	20,508,329
Net "Cherry Sheet"	- 1,457,826	- 1,514,299	- 1,571,651	- 1,553,348	- 1,593,470
	14,317,569	16,198,056	16,276,534	22,882,725	18,914,859
Overlay Expense	+ 298,810	+ 125,776	+ 120,900	+ 125,000	+ 125,000
	14,616,379	16,323,832	16,397,434	23,007,725	19,039,859
Federal Revenue Sharing	- 170,000	- 150,000	- 100,000	- 120,000	- 10,000
Net To Be Raised by Town	14,446,379	16,173,832	16,297,434	22,887,725	19,029,859
Estimated Receipts	- 1,274,083	- 1,326,401	- 1,655,000	- 2,081,490	- 2,531,000
Net To Be Raised	13,172,296	14,847,431	14,642,434	20,806,235	16,498,859
From Available Funds, Free Cash, Borrowings	- 1,106,201	- 2,274,919	- 1,354,054	- 6,941,424	- 1,593,869
To Be Raised From Taxes	12,066,095	12,572,512	13,288,380	13,864,811	14,904,990
Assessed Valuation	609,000,000	613,000,000	626,563,000	1,272,028,000	1,272,028,000
Tax Rate = $\frac{\text{Total Costs}}{\text{Valuation x 1000}}$	19.73	20.35	21.21	10.90	11.72

TABLE II

SIX-YEAR HISTORICAL BUDGET SUMMARY

Fiscal Year	School	Town	Total	Increase	%
1989	10,783,397	9,133,109	19,916,506	1,290,433	6.9
1988	10,182,056	8,444,017	18,626,073	1,658,638	9.8
1987	9,635,119	7,332,316	16,967,435	1,044,580	6.6
1986	9,119,993	6,802,862	15,922,855	976,385	6.5
1985	8,699,573	6,246,897	14,946,470	656,519	4.5
1984	8,360,632	5,931,933	14,292,565	905,409	6.7
1983	7,978,012	5,409,144	13,387,156	648,759	5.1
1982	7,344,365	5,394,032	12,738,397	273,700	-2.19

TABLE III

TOWN REVENUES, EXCLUSIVE OF REAL ESTATE TAXES

	FY 1983	FY 1984	FY 1985	FY 1986	FY 1987	FY 1988	Est. FY 1989
Auto Excise	350,000	435,000	535,000	648,500	783,300	883,000	1,050,000
Fees, Fines, Interest	442,821	655,117	720,283	677,901	871,800	1,142,800	1,331,000
Fed. Revenue Sharing	217,000	200,000	170,000	150,000	51,600	—	—
Net Receipts From State	1,318,644	1,442,322	1,457,826	1,514,299	1,571,648	1,567,978	1,593,470
	2,328,465	2,732,439	2,883,109	2,990,700	3,278,348	3,593,778	3,974,470
Raised from Taxes	11,263,691	11,596,017	12,022,001	12,572,512	13,289,380	13,601,671	14,904,990

FIVE-YEAR OVERVIEW

Percent of the Budget by Departments

Department	% 1984	% 1985	% 1986	% 1987	% 1988	% 1989
General Government	6.7	6.8	6.9	7.1	6.7	6.7
Protection	11.8	12.5	12.5	12.1	12.6	11.8
Health	1.9	1.7	1.8	1.8	1.7	1.3
Highway	5.0	4.5	5.2	3.6	4.9	4.3
Landfill	—	—	—	1.3	1.1	1.1
Veteran's Benefits	.1	.1	.1	.1	.1	.1
Schools	57.4	57.7	56.7	54.1	53.9	53.3
Reg. Voc. School	1.0	.5	.6	.6	.8	.9
Detached Social Worker	—	—	—	—	—	.3
Libraries	1.8	2.0	1.8	1.8	1.8	1.8
Park & Recreation	1.9	1.8	1.8	1.8	1.9	1.9
Fee Supported Programs	.4	.5	.9	.9	.9	1.0
Unclassified	7.2	6.4	6.1	5.6	5.8	6.2
Debt & Interest	3.5	4.2	4.4	5.8	6.6	8.2
Wayland/Sudbury Septage	1.3	1.3	1.2	1.4	1.2	1.1

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss. Town of Wayland

* * * WARRANT * * *

To any of the Constables of the Town of Wayland, Greetings:

In the name of the Commonwealth of Massachusetts, you are hereby required to notify all residents of the Town of Wayland, who shall be qualified to vote in accord with the provisions of G.L. Chapter 51, Section 1, to come to their respective polling places (Precinct 1 and 4 in the Gymnasium of the Town Building and Precinct 2 and 3 in the Junior High School) on

MONDAY, APRIL 25, 1988, BETWEEN 7:00 A.M. AND 8:00 P.M.

to choose the following Town officers by ballot from Wayland's registered voters for the following terms of office:

A Moderator, a Selectmen, each for one year;

Two Selectmen, two members of the School Committee, one Assessor, two Trustees of the Public Library, one member of the Board of Health, one Road Commissioner, two Members of the Park and Recreation Commission, one Water Commissioner, one Commissioner of Trust Funds, each for three years;

A member of the Planning Board, one Member of the Housing Authority, each for five years;

As well as such other Town Officers as may be necessary.

You are also required to notify all such residents of Wayland to meet in the Field House of the Wayland High School on

WEDNESDAY, APRIL 27, 1988, AT 7:45 PM

to act on the following Articles:

Notice: It is the intention of the Finance Committee to request of the Town that if adjourned meetings be necessary to complete the action on the Warrant, they be held Thursday, April 28, and Monday, May 2, Wednesday, May 4, and Thursday, May 5, 1988.

Note Regarding Quantum of Vote: For those articles involving appropriations which are anticipated to be provided by taxation or from available funds or transferred funds previously appropriated for another purpose, a majority quantum of vote is indicated. For articles which are anticipated to be funded by borrowing, a two-thirds quantum of vote is indicated.

Certain articles request the action of Town Meeting under its general legislative powers (i.e., to hear and accept reports, to appoint a committee, to adopt a resolution or "sense of the meeting" vote, etc.), and in such cases no particular statute is referenced. Town Counsel has advised that, as a matter of common-law precedent in Massachusetts, such matters are to be decided by a majority vote.

ARTICLE 1. HEAR REPORTS

Article 1. To receive and act upon reports of Town officers, agents, trustees, commissioners, boards, and committees; or take any action relative thereto.

QUANTUM OF VOTE: Majority.

ARTICLE 2. CHOOSE TOWN OFFICERS

Article 2. To choose Town officers, agents, trustees, councils, commissioners, boards, and committees not elected by the official ballot.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 41, Sec. 1.

ARTICLE 3. AMEND WAGE AND SALARY PLAN - PERSONNEL BOARD

Proposed by: Personnel Board

Article 3. To see whether the Town will vote to amend Article II, Section 1 of the Wage and Salary Classification Plan previously adopted by the Town by making the following additions, deletions, or modifications thereto and by establishing effective dates for such amendments; or take any action relative thereto.

ARTICLE II
SALARY AND WAGE RATES

SECTION 1. The positions of all non-elected Town employees are classified under the following job titles with the wage and salary rates set forth:

ADMINISTRATIVE AND PROFESSIONAL*
FISCAL YEAR 1989 SALARY RANGE

POSITION TITLE	MIN.	MID.	MAX.
Executive Secretary	$43,200	$54,000	$64,800
**Asst.Exec.Sec.	35,300	44,100	52,900
***Associate Town Counsel	41,350	51,650	62,000
Office Administrator	22,550	28,200	33,850
Town Accountant/Finance Director	34,500	43,150	51,800
Treasurer/Collector	25,400	31,750	38,100
Assistant Assessor	24,900	31,150	37,400
Data Processing Manager	27,350	34,200	41,050
Police Chief	36,400	45,500	54,600
****Fire Chief	36,700	45,900	55,100
Town Surveyor	28,700	35,850	43,000
Building/Zoning Inspector	25,400	31,750	38,100
Dog Officer	15,530	19,200	23,050
Detached Social Worker	27,350	34,200	41,050
Library Director	28,100	35,100	42,100
*****Town Planner	27,350	34,200	41,050
Conservation Administrator	24,900	31,150	37,400
******Executive Director, C.O.A.	22,550	28,200	33,550
Park & Rec. Superintendent	29,700	37,100	44,500
Highway Superintendent	29,700	37,100	44,500
Chief Operator W/S Septage Plant	24,000	30,000	36,000
Water Superintendent	28,700	35,850	43,000

*Ranges adjusted up 5% by Personnel Board, effective 7/1/88.
**Position was formerly combined with Associate Town Counsel and has absorbed the duties of the Personnel Director.
***Salary Range is for a full-time position. Incumbent is currently compensated on a part-time, 3 day per week basis.
****F.Y.'88 midpoint of the range was increased by $1,500 on December 15, 1987, in recognition of the assignment of the additional duties of Civil Defense Director and Municipal Right-to-Know Coordinator.
*****Position title was formerly Planning Administrator. This position was reclassified by the Personnel Board in November, 1987.
******New Position; Classified by the Personnel Board on March March 21, 1988.

NON-UNION SCHEDULE*

FISCAL YEAR 1989 SALARY RANGE

Grade	Minimum	1 Year	2 Years	3 Years
S-9	16,606	17,255	17,946	18,690
S-10	17,255	17,946	18,690	19,428
S-11	17,946	18,690	19,428	20,202
S-12	18,690	19,428	20,202	20,988
S-13	19,428	20,202	20,988	21,841
S-14	20,202	20,988	21,841	22,705
S-15	20,988	21,841	22,705	23,640
S-16	21,841	22,705	23,640	24,569

	Min.	Mid.	Max.
S-G	24,050	30,050	36,050

*Ranges adjusted up 5% by Personnel Board, effective July 1, 1988.

OFFICE STAFF - NON-UNION*

Grade	Title	Fiscal Year	Starting Salary	After 1 Yr.	After 2 Yrs.	After 3 Yrs.
S-16	Sec./WPC	1989	21,841	22,705	23,640	24,569
Hrly.	Sen. Sec. Aide**	1989	7.54			
Hrly.	Sec. Aide*	1989	6.65			
	Student Sec. Aide**	1989	4.37	4.91	5.46	6.01

*Reflects adjustment of 5% by the Personnel Board effective 7/1/88.

**Seasonal or intermittent employees. Not permanent employees, no fringe benefits.

TOWN SURVEYOR - NON-UNION*

Grade	Title	Fiscal Year	Min.	Mid.	Max.
S-G	Senior Eng. Aide	1989	24,050	30,050	36,050

*Reflects adjustment of 5% by the Personnel Board effective 7/1/88.

BOARD OF HEALTH - NON-UNION*

Grade	Title	Fiscal Year	Min.	Mid.	Max.
S-G	Assoc. Det'd. Social Wrk.	1989	24,050	30,050	36,050
Hrly.	Health Inspt'r	1989	12.41		

*Reflects adjustment of 5% by the Personnel Board effective 7/1/88.

LIBRARY NON-UNION*

Grade	Title	Fiscal Year	Hourly Pay Rate
Hrly.	Libr. Clk.**	1989	6.83
Hrly.	Libr. Page**	1989	4.26
Prof.	Librarian**	1989	11.10

*Reflects adjustments of 5% made by Personnel Board effective 7/1/88.
**Seasonal and intermittent employees; not permanent employees, no fringe benefits.

PARK & RECREATION - NON-UNION*

Grade	Title	Fiscal Year	Starting Salary	After 1 Yr.	After 2 Yrs.	After 3 Yrs.
Seasonal	Secretarial	1989	5.20			
Seasonal	Laborer	1989	5.51	5.78	6.04	
Seasonal	Beach					
	Beach Director	1989	$10.00	$11.00	$12.00	
	Beach Supervisor	1989	9.00	10.00	11.00	
	Head Lifeguard	1989	7.50	8.00	8.50	
	Lifeguards/Instr.	1989	6.25	6.75	7.25	
	Beach Police	1989	5.30	5.65	6.00	
	Swim Aide	1989	4.50	5.00	5.25	
**Recreation Program						
P.T. Dir.-Fee Support		1989	10.40	10.71	11.03	11.36

*New hourly rates effective for the 1988 season.
**Recreation Program Director pay rate effective 3/7/88.

COUNCIL ON AGING - NON-UNION*

Grade	Title	Fiscal Year	Starting Salary	After 1 Yr.	After 2 Yrs.	After 3 Yrs.
S-9	P.T. Program Coordinator	1989	9.11	9.48	9.87	10.27

*Reflects adjustment of 5% by the Personnel Board effective 7/1/88.

JOINT COMMUNICATIONS - NON-UNION*

Grade	Title	Fiscal Year	Starting Salary	After 1 Yr.	After 2 Yrs.	After 3 Yrs.
S-14	Working Supervisor	1989	20,202	20,988	21,841	22,705

*Reflects adjustment of 5% by the Personnel Board effective 7/1/88.

POLICE - NON-UNION*

Grade	Title	Fiscal Year	MIN.	1 YR.	2 YRS.	3 YRS.
P-4	Lieutenant	1988	30,289	31,823	33,427	35,105
		1989	31,955	33,573	35,265	37,046
		1990	33,713	35,420	37,205	39,084

*Reflects adjustments of 5% by the Personnel Board effective 7/1/87, 5 1/2% on 7/1/88, and 5 1/2% on 7/1/89. While the Lieutenant is not included in the Police Union, the position is entitled to many of the same provisions included in the Collective Bargaining Agreement with the Police Union.

PART TIME/SEASONAL POSITIONS - NON-UNION*

Title	Salary FY 1989
School Traffic Supervisors	$3,905.60/yr.*
Substitutes	22.40/day*
Special Police, Matrons	10.16/hr.*
Call Firefighters	10.16/hr.*
Temporary Custodians	7.94/hr.*
JCC P-T Dispatcher	7.22/hr.*
Police Intern	5.25/hr.*
Water Meter Reader	.58/.68 per meter*

*Reflects adjustments of 5% made by Personnel Board effective 7/1/88.

OFFICE STAFF - UNION*

FY 87-89 SALARY RANGE

GRADE	FY	MIN.	AFTER 1 YR.	AFTER 2 YRS.	AFTER 3 YRS.	AFTER 4 YRS.	AFTER 5 YRS.	AFTER 6 YRS.
C-10	87	13,547	14,067	14,633	15,223	15,835	16,446	17,102
	88	14,224	14,770	15,365	15,984	16,627	17,268	17,957
	89	14,864	15,434	16,056	16,7703	17,375	18,045	18,765
C-12	87	14,633	15,223	15,835	16,446	17,102	17,783	18,484
	88	15,365	15,984	16,627	17,268	17,957	18,672	19,408
	89	16,056	16,703	17,375	18,045	18,765	19,512	20,281
CD-12	87	14,680	15,223	15,819	16,439	17,114	17,811	18,484
	88	15,414	15,984	16,610	17,261	17,970	18,702	19,408
	89	16,108	16,703	17,357	18,038	18,779	19,544	20,281
**C-13	87	15,223	15,835	16,446	17,102	17,783	18,484	19,235
	88	15,984	16,627	17,268	17,957	18,672	19,408	20,197
	89	16,703	17,735	18,045	18,765	19,512	20,281	21,106
C-14	87	15,835	16,446	17,102	17,783	18,484	19,235	19,979
	88	16,627	17,268	17,957	18,672	19,408	20,197	20,978
	89	17,735	18,045	18,765	19,512	20,281	21,106	21,922
C-15	87	16,446	17,102	17,783	18,484	19,235	19,979	20,772
	88	17,268	17,957	18,672	19,408	20,197	20,978	21,811
	89	18,045	18,765	19,512	20,281	21,106	21,922	22,792

*Clerical Union Salaries Reflect a three year settlement of 5%, 5%, and 4 1/2% increases for Fiscal Years 87, 88, and 89, respectively.
**Part-time, permanent department head's secretaries were reclassified from the C-10 to the C-13 classification.

CURRENT CLERICAL UNION POSITIONS

FINANCE/ACCOUNTING

C-15 Payroll Supervisor
C-14 Accounts Supervisor

TREASURER/COLLECTOR

C-14 Assistant Treasurer
C-13 1 Part-time, permanent department head's secretary
C-10 1 Part-Time Assistant

ASSESSORS

C-12 Principal Clerk

TOWN CLERK

C-10 Part-Time Assistant

WATER DEPT.

C-12 Principal Clerk
C-13 Department Assistant

PARK AND RECREATION

C-13 Department Assistant

BUILDING/INSPECTIONS

C-13 2 Part-Time, permanent department head's secretaries

PUBLIC SAFETY

C-13 Police Dept. Assistant*
CD-12 7 - Joint Communication Dispatcher/Clerks

BOARD OF HEALTH

C-14 Administrative Assistant

LIBRARY - UNION*

GRADE	FY	MIN.	AFTER 1 YR.	AFTER 2 YRS.	AFTER 3 YRS.	AFTER 4 YRS.	AFTER 5 YRS.
L-C	87	13,323	13,870	14,415	14,994	15,596	16,220
	88	13,989	14,564	15,136	15,743	16,376	17,031
L-7	87	13,870	14,415	14,994	15,590	16,214	16,860
	88	14,564	15,136	15,743	16,370	17,025	17,703
L-8	87	14,415	14,994	15,590	16,205	16,855	17,529
	88	15,136	15,743	16,370	17,015	17,698	18,405
L-10	87	15,590	16,205	16,877	17,546	18,246	18,978
	88	16,370	17,015	17,721	18,423	19,158	19,927
L-17	87	20,501	21,345	22,185	23,071	23,994	24,954
	88	21,526	22,412	23,294	24,226	25,195	26,202

*Library Union salaries reflect a two year settlement of 4 1/2% and 5% increases for Fiscal Years 87 and 88, respectively. Negotiations are currently under way for a successor agreement to the collective bargaining agreement which expires on 6/30/88.

CURRENT LIBRARY UNION POSITIONS

L-C	Custodian
L-7	3 Part-Time Library Assistants
L-8	Serial Library Associate
L-10	2 Library Assistants Administrative Assistant
L-17	Technical Services Librarian Children's Librarian

PARK & RECREATION - UNION*

FY 87-89 HOURLY PAY SCALE

GRADE	FY	MINIMUM	AFTER 1 YR.	AFTER 2 YRS.	AFTER 3 YRS.
P&R1	87	8.15	8.41	8.68	8.98
	88	8.52	8.79	9.07	9.39
	89	8.90	9.19	9.48	9.81
P&R2	87	8.41	8.68	8.98	9.27
	88	8.79	9.07	9.39	9.69
	89	9.19	9.48	9.81	10.13
P&R3	87	9.27	9.56	9.89	10.21
	88	9.69	9.99	10.34	10.67
	89	10.13	10.44	10.81	11.15
P&R4	87	9.89	10.21	10.56	10.91
	88	10.34	10.67	11.04	11.40
	89	10.81	11.15	11.54	11.91
P&R6	87	10.56	10.91	11.28	11.67
	88	11.04	11.40	11.79	12.20
	89	11.54	11.91	12.32	12.75

*Park and Recreation Union salaries reflect 5%, 4 1/2%, and 4 1/2% increases for Fiscal Years 87, 88, 89.

CURRENT PARK & RECREATION UNION POSITIONS

P&R 1	3 Groundskeeper I
P&R 4	2 Working Foremen
P&R 6	General Foreman
	Master Mechanic

HIGHWAY - UNION*

FY 87-89 HOURLY PAY SCALE

GRADE	FY	MINIMUM	STEP 1	STEP2	STEP 3
H-5	87	8.69	8.96	9.26	9.54
	88	9.09	9.37	9.68	9.97
	89	9.50	9.79	10.12	10.42
H-6	87	8.96	9.26	9.54	9.89
	88	9.37	9.68	9.97	10.34
	89	9.79	10.12	10.42	10.81
H-7	87	9.26	9.54	9.89	10.19
	88	9.68	9.97	10.34	10.65
	89	10.12	10.42	10.81	11.13
H-8	87	9.54	9.89	10.19	10.54
	88	9.97	10.34	10.65	11.03
	89	10.42	10.81	11.13	11.53
H-9	87	9.89	10.19	10.55	10.91
	88	10.34	10.65	11.03	11.40
	89	10.81	11.13	11.53	11.91
H-10	87	10.19	10.55	10.91	11.26
	88	10.65	11.03	11.40	11.77
	89	11.13	11.53	11.91	12.30
H-11	87	10.55	10.91	11.26	11.64
	88	11.03	11.40	11.77	12.18
	89	11.53	11.91	12.30	12.73

*Highway Union salaries reflect a three year settlement of 4 1/2%, 4 1/2%, and 4 1/2%, increases for Fiscal Years 87, 88, 89, respectively.

CURRENT HIGHWAY UNION POSITIONS

H-6	5 Medium Equipment Operators
H-7	2 Heavy Equipment Operators
H-8	Grader Operator
H-10	2 Working Foremen
	Mechanic/Welder
H-11	General Foreman
	Master Mechanic

WATER DEPARTMENT - UNION*

FY 88-90 HOURLY PAY SCALE

GRADE	FY	MINIMUM	STEP 1	STEP 2	STEP 3
WS-11	88	$ 8.69	$ 9.02	$ 9.33	$ 9.68
	89	9.13	9.47	9.80	10.17
	90	9.58	9.99	10.34	10.72
WS-15	88	10.03	10.35	10.78	11.18
	89	10.53	10.87	11.32	11.74
	90	11.11	11.47	11.95	12.39

*Water Department Union hourly pay rates reflect a three year settlement of 5%, 5%, and 5 1/2%, increases for fiscal years 88, 89 and 90 respectively.

CURRENT WATER DEPARTMENT UNION POSITIONS

WS-11 Maintenance #1
WS-15 Maintenance #2

POLICE DEPARTMENT*

GRADE	TITLE	FY	MIN.	AFTER 1 YR.	AFTER 2 YRS.	AFTER 3 YRS.
P-1	Police** Officer	88	22,169	23,057	23,981	24,932
		89	23,388	24,325	25,300	26,303
		90	24,674	25,663	26,692	27,750
P-2	Police Sgt	88	26,186	27,474	28,845	30,289
		89	27,626	28,985	30,431	31,955
		90	29,145	30,579	32,105	33,713

*Police Union salaries reflect a three year settlement of 5%, 5 1/2%, and 5 1/2% for fiscal years 88,89 and 90 respectively.

**Effective July 1, 1987, Officers appointed and serving as Police Department Investigator, Crime Prevention officer, and Youth Officer shall receive an additional $1,000 per annum over their base rate of pay. Effective July 1, 1989, Officers appointed and serving in the aforementioned positions shall receive an additional $1,200 per annum over their base rate of pay.

FIRE DEPARTMENT*

GRADE	TITLE	FY	STARTING SALARY	AFTER 1 YR.	AFTER 2 YRS.	MAXIMUM
F-5	Deputy	87				31,514
		88				33,253
F-4	Captain	87	25,624	26,509	27,433	28,394
		88	27,033	27,967	28,942	29,956
F-3	Mechanic & Elect.	87	24,644	25,520	26,399	27,312
		88	26,028	26,924	27,851	28,814
F-2	Clerk	87	22,665	23,433	24,675	25,054
		88	23,912	24,722	26,032	26,432
F-1	Fire-Fighter	87	21,173	21,907	22,664	23,452
		88	22,338	23,112	23,911	24,742

*Fire Union salaries reflect a two year settlement of 5 1/2% and 5 1/2% increases for Fiscal Years 87, 88, respectively. Negotiations are currently under way for a successor agreement to the current collective bargaining agreement which expires on 6/30/88.

COMMENTS: This article is inserted in the Warrant because of adjustments in the salary ranges of Town employees resulting from actions and negotiations by the Personnel Board. These changes followed guidelines set by the Finance Committee, based on economics and the cost of living.

The salary range for Administrative and Professional Personnel -- the "G-Schedule" employees -- was increased by five percent.

The salary range for other non-union personnel -- "S-Schedule" employees -- also rose by five percent.

A five percent increase in the salary range was also given to non-union, part-time employees who are paid an hourly rate.

The Personnel Board negotiated contracts with 2 out of the 7 unions that represent union employees of the Town. These settlements are in the Warrant.

ARGUMENTS OPPOSED: The Finance Committee has not heard any.

ARGUMENTS IN FAVOR: This Article ratifies the action taken by the Personnel Board in carrying out the duties specified in the Town's By-Laws and delegated to it by the Board of Selectmen.

RECOMMENDATIONS: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority -- See Mass. G.L. Ch. 41, Sec. 108A.

ARTICLE 4. AMEND WAGE AND SALARY CLASSIFICATION PLAN

Proposed by: Board of Selectmen

ARTICLE 4. To see whether the Town will vote to amend the Wage and Salary Classification Plan previously adopted by the Town (Article I and Section 5 of Article II of which are reproduced in their entirety in Appendix E) by making the following additions, deletions, or modifications thereto (as indicated below by underlining), and by establishing effective dates for such amendments:

(1) Amend Article I, Section 2 of said Plan, which begins "The Personnel Board shall have the following powers and duties," by deleting paragraph (c) as presently shown and substituting the following new paragraph (c) in place thereof:

> "(c) to negotiate collective bargaining agreements for the Town after having met in advance with the Board of Selectmen and the Finance Committee to discuss the forthcoming negotiations."

(2) Amend Article II of said Plan, entitled Salary and Wage Rates, by deleting Section 5 as presently shown and substituting the following new Section 5 in place thereof:

> "SECTION 5. The wages and salaries of Town employees shall be fixed in strict accordance with this Plan. No employing agency shall pay or employ any person at a salary or wage not fixed in accordance with this Plan and approved by the Personnel Board hereunder. Nor shall the Personnel Board approve a salary or wage that was not previously proposed by or reviewed with the employing agency."

(3) Amend Article II of said Plan, entitled Salary and Wage Rates, by adding the following new Section 7 thereto:

> "SECTION 7. A meritorious recognition award may be paid to a Town employee; such an award shall be made in accordance with principles and financial criteria approved in advance by the Town as part of this Plan."

(4) Each of the foregoing amendments to be effective at the adjournment of this Annual Town Meeting; or take any action relative thereto.

COMMENTS: Three amendments to the Wage and Salary Classification Plan are proposed by the Board of Selectmen. The Wage and Salary Classification Plan defines the basic personnel policies and personnel management procedures of the Town. Articles I and II, being those parts of the Plan affected by the proposed amendments, appear in an Appendix.

The first proposed amendment (to Article I, Sec. 2, (c)) requires consultation among the Board of Selectmen, the Finance Committee, and the Personnel Board before beginning the negotiation of a collective bargaining agreement with representatives of the Town employees. The amendment mandates continuation of a conventional practice in Wayland. It insures that, prior to entering into negotiations, there is consultation among the Chief Executive Officer of the Town (the Board of Selectmen, as specified in State statutes), the committee which has the duty to submit a budget and recommendations to the Town (the Finance Committee), and the agency to which the Board of Selectmen has delegated the duty to conduct the negotiations on behalf of the Town.

The second proposed amendment (to Article II, Sec.5) adds one step to the present procedure by which the wage or salary of each Town employee is fixed each year. At present, the Town employing agency submits an annual performance evaluation and a recommended wage or salary increase, within a range established by the Personnel Board. Subsequently, the wage or salary is fixed by the Personnel Board and this determination is communicated to the employing agency. The amendment requires that, in instances in which the Personnel Board's determination differs from the proposal of the employing agency, the wage or salary will be reviewed with the employing agency. If the employing agency and Personnel Board do not arrive at agreement prior to the date at which the determination becomes effective (the first pay date at the new annual wage or salary rate), the provisions of Article I Section 2 apply (the decision of the Personnel Board will obtain, subject to appeal at the next Town Meeting).

The third amendment (adding a Section 7 to Article II) authorizes meritorious recognition awards to Town employees. (There is at present no provision in the Wage and Salary Classification Plan for such awards.) The principles and financial criteria which will govern meritorious recognition awards will be proposed by the Personnel Board and approved by the Town prior to granting these awards.

ARGUMENTS OPPOSED: The first two proposed amendments may prove cumbersome. The requirement for consultation prior to initiating negotiations (first proposed

amendment) may reduce the flexibility of the Personnel Board, or reduce its authority in conducting negotiations; it may introduce political meddling. The requirement for review with employing agencies (second proposed amendment) may change the balance of authority between the Personnel Board and the employing agencies, to the disadvantages of the Personnel Board. The third proposed amendment authorizes a discretionary meritorious service award which may, in some circumstances, adversely impact on the morale of employees not selected for the award.

ARGUMENTS IN FAVOR: The requirement for consultation insures continuation of conventional practice in Wayland and encourages consultation, communication, and joint planning by the several Town agencies most directly responsible for financial and personnel management. It will strengthen good management procedures in planning and in negotiation of the most important component of Town expenditures. The review of wage and salary determinations by the Planning Board and employing agency, in instances of disagreement, formalizes a frequent, but not invariable current practice; it does not have the effect of impairing the authority of the Personnel Board to determine wages and salaries, but secures a forum for efforts to reconcile agency and Personnel Board judgments. The authorization of meritorious recognition awards, in accordance with known procedures and financial limitations, is an effective way to reward outstanding service to the Town by its employees; public acknowledgement of meritorious performance can serve to strengthen morale.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority. See Mass. G.L. Ch. 41, Sec. 108A.

ARTICLE 5. TRANSFERS - CURRENT FISCAL YEAR

Proposed by: Finance Committee

Estimated Cost: $150,000

Article 5. To see if the Town will appropriate a sum or sums of money for the operation and expenses of various Town departments for the current fiscal year; to determine whether such appropriations shall be provided by transfer from unappropriated available funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal government, by borrowing under the authority of the General Laws, or otherwise; and to determine what Town officer, board, or committee or combination of them shall be authorized to expend the money or monies appropriated therefor; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Finance Committee for the purpose of providing funds in the current year for departmental needs, unforeseen at the time that the budget was created.

This year there is one transfer requested under this Article. The Finance Committee recommends an appropriation from Free Cash. (Unreserved Fund Balance).

1. Insurance 32B: $150,000

The cost of Wayland's Health Insurance in F.Y.'88 increased by over 60%. These Funds are necessary to provide funding for the Town's Employee Health Insurance coverage for the period ending June 30, 1988. It is expected that the trend toward higher Health Insurance cost will continue for the foreseeable future due to heavy increases in provider charges and changes in State mandated coverages.

ARGUMENTS OPPOSED: A no vote might inspire better planning in the future.

ARGUMENTS IN FAVOR: These expenditures cover necessary unexpected costs.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - See Mass. G.L. Ch. 40, Sec. 5, Ch. 44, Sec. 33B.

ARTICLE 6. F.Y.'89 OMNIBUS BUDGET

Proposed by: Finance Committee

Article 6. To see what sum of money the Town will appropriate for the operation and expenses of the Town, including capital expenditures for equipment, improvements or other purposes, and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: Following the Finance Committee recommendation is a budget summary of the motion the Finance Committee expects to make under the Article. See the Finance Committee Report for additional budget information.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 40, Sec. 5, Ch. 44, Sec. 33B

MOTION UNDER ARTICLE 6.

For what it considers to be the proper management of the Town and its finances, the Finance Committee makes the following recommendations, and they are, therefore, incorporated under the motion to be made under Article 6 at the Annual Town Meeting, as follows:

> That all employees in the Wayland Town Building, the Public Safety Building, the Loker Building, and the Cochituate Town Building, other than elected officials, non-salaried appointed officials, and those of the School Department, come under the supervision of the Executive Secretary, except for matters relating to policy issues; and further that the Executive Secretary be charged with the operation, maintenance, and administration of these buildings, their equipment, and their grounds; except as to the Wayland Town Building, the Executive Secretary shall be responsible also for its use;
>
> That the operation of the landfills be under the supervision of the Road Commissioners;

That the appropriation under Conservation Commission for "Conservation Fund" be maintained as a fund against future purchases and not be expended without future direct vote of the Town;

That the Town Collector continue to act as Collector for the Water Department, that all fees and penalties from whatever source be turned over to the Town as income;

That all purchases of Data Processing Equipment be submitted to the Data Processing Committee for approval before such purchase is made;

That the appropriation for "Hydrant Rental" of $41,000 for the Water Department granted in the budget be transferred to "Water Available Surplus";

That the sum of $10,000 from "Revenue Sharing PL-94-488" be transferred from this account for application against the Police Department item "Salaries";

That the Office of the Town Clerk be continued on a salary basis and that all fees from whatever source derived be turned over to the Town as Town Income;

That all fees, wages, or payments made to the Tree Warden, from whatever source, be turned over to the Town as Town Income.

That the Detached Social Worker and Staff be under the jurisdiction of the Youth Advisory Committee which shall report to the Town on the activities of the Detached Social Worker and Staff at the Annual Town Meeting. The Detached Social Worker and Staff will receive administrative support from the School Department.

BUDGET SUMMARY

	Budget FY 1989	Appropriated FY 1987	Appropriated FY 1988	Percent Increase
General Government	1,324,934	1,205,300	1,253,553	5.7
Protection	2,350,100	2,047,759	2,348,035	.1 (1)
Health	260,828	235,940	252,361	3.4
Highway	862,760	615,400	915,450	(5.8) (2)
Landfill	217,200	216,200	214,200	1.4
Septage Facility	236,800	231,000	231,000	2.5
Veteran's Benefits	11,300	13,200	11,300	0
Schools	10,607,372	9,531,309	10,033,702	5.7
Reg. Voc. School	176,025	103,810	148,354	18.7
Detached Soc. Worker	68,325	60,848	62,298	9.7
Libraries	364,114	309,214	333,991	8.3
Park & Recreation	385,643	294,856	352,404	9.4 (3)
Fees Supported Programs	200,075	149,661	168,900	18.5
Unclassified	1,227,400	954,595	1,077,400	13.9
Debt & Interest	1,623,630	998,343	1,220,798	33.0
	19,916,506	16,967,435	18,626,073	6.9 (4)

(1) Increase in operating budget is 6.2% when adjusted for FY88 equipment purchases.

(2) Increase in operating budget is 5.5% when adjusted for FY88 and 89.

(3) Decrease of 2.4% in operating budget when adjusted for FY88 and 89 equipment purchases.

(4) 3.0% of the increase is for Health Insurance Increases, and Funded Debt increases primarily due to the sale of Road Construction Bonds. Operating budgets increased by some 3.0%.

FINANCE COMMITTEE BUDGET FOR FISCAL YEAR 1989
(July 1, 1988 - June 30, 1989)

	EXPENDED FY 1987	APPROPRIATED FY 1988	REQUESTED FY 1989	ITEM NO.
SELECTMEN				
Salaries	500	500	500	1
Expense	7,927	4,736	4,736	2
Out of State Travel	--	50	50	3
Real Estate Option	--	--	250	4
Other, Metro West	--	250	10,000	5
	8,427	5,536	15,536	
CIVIL DEFENSE				
Salary	1,400	1,400	1,400	6
Equipment-Ammo-Supplies	6,131	6,131	6,131	7
Uniforms	3,738	3,757	3,757	8
	11,269	11,288	11,288	
TOWN OFFICE				
Salaries:				
Executive Secretary	--	--	52,200	9
Asst. Exec. Secty.	--	--	42,000	10
Finance Director/Town Acct.	--	--	47,000	11
Office Administrator	--	--	30,500	12
S Schedule	--	--	20,800	13
Clerical	--	--	42,212	14
Part Time	--	--	8,000	15
Overtime/Longevity	--	--	8,500	16
Total Salaries	243,895	245,995	251,212	
Expense	44,100	35,515	36,715	17
Paint Town Buildings	3,000	--	--	18
Repair Town Clock	500	--	--	19
Equipment	2,914	5,000	5,000	20
Telephones	34,919	31,500	31,500	21
Contract Services	22,000	25,000	28,000	22
Energy Comm. 82	3,990	--	--	23
Telephone Consultant	--	--	7,500	24
	355,318	343,010	359,927	
WAYLAND TOWN BUILDING				
Salaries	44,379	46,806	50,988	25
Building Utilities	78,389	79,450	79,900	26
Expense	18,300	18,300	18,300	27
Driveway Repair	194	--	--	28
Ventilation, Conservation	--	4,200		29
	141,262	148,756	149,188	
OTHER TOWN BUILDING-COCHITUATE				
Expenses	15,784	20,000	20,000	30
LOKER SCHOOL (Paid entirely from fees)				
Salaries	10,178	18,000	18,000	31
Expense	35,326	43,994	43,975	32
Capital Replacement	--	7,500	7,500	33
	45,504	69,494	69,475	

	EXPENDED FY 1987	APPROPRIATED FY 1988	REQUESTED FY 1989	ITEM NO.
DATA PROCESSING				
Manager	36,820	36,700	38,550	34
Computer Operator	2,000	2,000	2,000	35
Total Salaries	38,820	38,700	40,550	
Expenses:				
Forms & Supplies	10,000	10,000	11,000	36
Engineering Fees	--	--	--	37
Education/Travel Travel	1,393	150	1,000	38
Equipment:				
Rental and Repairs	25,255	23,300	23,300	39
New Computer Supplies & Programs	21,651	19,000	19,000	40
Professional Services:				
Computer	15,986	18,200	18,200	41
Total Data Processing	113,105	109,350	113,050	
TREASURER/COLLECTOR				
Treasurer/Collector Sal.	30,467	31,700	31,750	42
Clerical Salary	32,110	34,626	39,110	43
Total Salaries:	62,577	66,326	70,860	
Expenses:				
Operating Expense	1,626	1,977	2,002	44
Tax Title Expense	233	2,500	2,500	45
Deputy Collector Expnse	1,000	1,000	--	46
Excise Tax Program	15,360	12,500	10,541	47
Total Treasurer/Collector	80,796	84,303	85,903	
ASSESSORS				
Salaries	4,598	4,600	4,600	48
Professional/Clerical	41,414	42,957	68,600	49
Expense	1,935	1,550	5,500	50
Professional Services	1,404	13,000	13,000	51
Property Reassessment	11,627	41,600	--	52
Other Expenses	--	3,170	--	53
	60,978	106,877	91,700	
FINANCE COMMITTEE	100	110	110	54
PERSONNEL BOARD				
Expense	433	500	500	55
Adjustment Fund	--	23,000	45,000	56
	433	23,500	45,500	

	EXPENDED FY 1987	APPROPRIATED FY 1988	REQUESTED FY 1989	ITEM NO.
TOWN COUNSEL				
Professional Services	72,372	80,000	--	57
Assoc. Town Counsel	--	--	31,200	58
Labor Counsel	--	--	6,000	59
Town Counsel	--	--	42,800	60
	72,372	80,000	80,000	
Accrued Taxes	--	1,500	1,500	61
Legal Expenses	--	1,500	1,500	62
	72,372	83,000	83,000	
REGISTRARS				
Salary	300	300	350	63
Listing	1,500	2,000	2,050	64
	1,800	2,300	2,400	
TOWN CLERK				
Town Clerk Salary	17,567	17,100	22,500	65
Town Clerk Added Comp.	400	400	400	66
Clerical	12,272	13,427	14,100	67
Expense	1,880	1,300	3,725	68
Codification	--	--	8,500	69
Voting Booths	--	4,541	--	70
Training and Education	--	400	--	71
	32,119	37,168	49,225	
ELECTIONS				
Officers Salaries	2,426	1,231	5,488	72
Expense	1,022	621	998	73
	3,448	1,852	6,486	
PLANNING BOARD				
Expense	3,837	5,400	5,400	74
Professional Services	2,536	2,000	2,000	75
Mainstone Evaluation	1,674	--	--	76
Planning Administrator	26,202	27,050	35,000	77
	34,249	34,450	42,400	
TOWN SURVEYOR				
Town Surveyor Salary	35,737	37,100	38,750	78
Engineering Aide Sal.	27,697	29,525	29,250	79
Total Salaries	63,434	66,625	68,000	
Expense	2,605	2,500	2,800	80
Vehicle Expense	329	800	800	81
Computer System/Maint.	--	2,480	2,480	82
Implementation Assistance	7,523	--	--	83
Total Town Surveyor	73,891	72,405	74,080	

	EXPENDED FY 1987	APPROPRIATED FY 1988	REQUESTED FY 1989	ITEM NO.
CONSERVATION				
Expense	3,150	4,525	5,611	84
Professional Services/Misc.	1,200	2,000	2,500	85
Salaries	26,465	27,450	26,500	86
Purchase Truck	--	4,500	--	87
Purchase Mower	--	3,200	--	88
	30,815	41,675	34,611	
Programs Paid Entirely From Fees:				
Community Gardens	3,271	3,217	2,581	89
HISTORICAL COMMISSION				
Professional Services	793	900	860	90
Expense	254	214	254	91
Microscope	--	--	--	92
	1,047	1,114	1,114	
DUDLEY POND WATER QUALITY	5,801	5,000	5,000	93
HISTORIC DISTRICT COMMISSION	47	100	100	94
COUNCIL ON AGING				
Salaries	13,521	15,488	28,000	95
Operating Expenses	3,300	3,300	3,500	96
Equipment	400	400	400	97
Custodial	1,809	1,860	1,860	98
Transportation	26,638	28,000	28,500	99
	45,668	49,048	62,260	
TOTAL GENERAL GOVERNMENT	1,137,504	1,253,553	1,324,934	

	EXPENDED FY 1987	APPROPRIATED FY 1988	REQUESTED FY 1989	ITEM NO.
POLICE				
Salaries:				
Police Chief Salary	48,349	39,500	42,650	1
Lieutenant	36,237	39,817	44,478	2
Youth Officer Salary	27,761	30,315	--	3
Sergeants Salary	150,607	168,803	180,629	4
Detectives Salary	55,388	54,895	--	5
Specialists	--	27,211	151,123	6
Patrolmen Salary	308,543	308,065	299,649	7
Interns Salary	12,009	9,100	9,509	8
Overtime Salary	67,000	62,000	68,510	9
Holiday Salary	27,436	--	--	10
School Traffic Super.	11,310	15,719	15,620	11
Specials	2,118	3,050	9,150	12
Court Time	11,430	13,100	14,475	13
Clerk	19,817	20,696	21,206	14
Tuition Reimbursement	--	--	3,000	15
Substitue Sec., Crossing Guards	--	--	1,146	16
Night Differential	12,889	9,406	13,777	17
Total Salaries	790,894	801,677	874,922	
Expense:				
Operating Expense	10,999	8,850	10,500	18
Uniform Expense	11,310	12,960	12,960	19
Training Expense	27,300	23,000	27,625	20
Youth Officer Expense	790	800	800	21
Crime Prevention	296	800	800	22
Special Services	500	500	500	23
Annual Physicals	2,521	2,200	3,520	24
Out-of-State Travel	1,356	1,500	1,500	25
Equipment:				
Police Cars-Purchase	31,500	44,000	49,600	26
Vehicle Operation Exp.	17,969	15,000	15,000	27
New Equipment, Misc. & Office	4,658	3,372	2,103	28
Other Equipment	--	2,500	1,200	29
Equipment Maintenance & Repair	2,589	3,100	4,300	30
Vehicle Gasoline	16,567	27,000	25,000	31
Accreditation	--	15,000	15,000	32
Radio-Bapren Fee	--	12,000	--	33
Total Police Dept.	919,249	974,259	1,045,330	
FIRE				
Salaries:				
Chief Salary	43,718	43,135	45,300	
Deputy Chief Salary	31,466	33,253	34,583	
Captains Salary (3)	84,222	89,868	93,462	
Firefighters Salary	472,368	503,191	522,338	
Longevity	1,218	300	300	
Incentive & EMT Pay	28,250	30,450	31,100	
Overtime	59,781	52,000	57,000	
Callback Pay	9,771	10,000	10,000	
Holiday Pay	31,141	33,048	34,399	

	EXPENDED FY 1987	APPROPRIATED FY 1988	REQUESTED FY 1989	ITEM NO.
Callmen Hourly	4,144	5,000	5,000	
Callmen Annually	2,275	3,500	3,500	
Clerical - Part-time	2,215	2,500	2,500	
Callback Pay - Ambulance	20,307	30,000	30,000	
Total Salaries	790,876	836,245	869,482	
Operating Expense	6,581	7,200	7,828	34
Ambulance Expense	3,952	4,000	4,000	35
Fire Alarm System Exp.	2,591	2,800	2,800	36
Training and Education	1,799	1,800	1,800	37
Uniform Expense	10,202	10,500	10,500	38
Out of State Travel	--	300	300	39
Physical Exam	2,676	2,700	2,700	40
Equipment:				
Misc. Equipment & Hose	9,996	10,000	10,000	41
Equipment Maintenance	5,438	5,700	5,700	42
Equipment Rental	600	600	600	43
Vehicle Gasoline	3,805	6,000	6,000	44
Major Equipment	--	134,100	--	45
Total Fire Dept.	838,516	1,021,945	921,710	
INSPECTION				
Salaries:				
Building & Zoning Inspt. Salary	30,564	31,450	30,250	
Deputy Building Inspector	14,560	10,816	11,284	
Sub. Inspector Salary	1,560	1,622	1,687	
Wiring Inspector	7,859	8,174	8,468	
Gas Inspector	3,930	4,087	4,250	
Plumbing Inspector	4,000	4,237	4,550	
Clerical	24,444	26,152	28,332	
Sealer of Weights & Measures	200	1,083	1,124	
Total Salaries	87,117	87,621	89,945	46
Expense:				
Building & Zoning Exp.	1,829	2,370	2,370	47
Inspectors Expense	1,857	2,390	2,390	48
Zoning Board Expense	707	785	785	49
Out of State Travel	305	465	465	50

	EXPENDED FY 1987	APPROPRIATED FY 1988	REQUESTED FY 1989	ITEM NO.
Equipment:				
Vehicle Expense	1,465	1,000	1,000	51
Vehicle Purchase	2,338	--	--	52
Office Equipment	2,695	2,565	1,390	53
Vehicle Gasoline	409	600	840	54
Contract Services	--	--	514	55
Dog Officer:				
Dog Officer Salary	18,478	16,500	18,400	56
Dog Officer Expense	1,095	1,100	1,100	57
Board & Vet Fees	1,296	1,670	1,670	58
Vehicle Expense	318	700	700	59
Dog Van	--	--	--	60
Copy Machine		120	--	61
Total Inspection	119,909	117,886	121,569	
JOINT COMMUNICATIONS				
Dispatchers Salary	147,260	160,579	175,591	62
Operating Expense	17,344	12,800	12,600	63
Bldg. Exp., Maint. & Repairs	12,300	12,500	12,600	64
Building Expense Utilities	42,600	45,700	45,400	65
Equipment	--	2,366	300	66
Repairs-Pub. Safety Bldg.	--	--	15,000	67
Total Joint Communications	219,504	233,945	261,491	
TOTAL PROTECTION	2,097,178	2,348,035	2,350,100	

	EXPENDED FY 1987	APPROPRIATED FY 1988	REQUESTED FY 1989	ITEM NO.
BOARD OF HEALTH				
Salaries:				
Board Members	150	150	150	
Health Inspector	11,910	12,398	12,935	
Secretary to Board	20,179	21,229	22,172	
Animal Inspector	698	750	780	
Substitute Secretary	--	--	720	
Total Salaries	32,937	34,527	36,757	1
Expense:				
Office Expense	4,157	4,000	4,000	2
In State Travel Expense	1,194	1,700	1,700	3
Contract/Professional Services				
Mental Health Clinics	36,870	39,714	40,914	4
Parmenter Nursing Care	122,610	122,610	126,247	5
Mosquito Control	7,372	14,000	14,000	6
Special Budget Items:				
Water Quality Study	2,050	3,500	3,500	7
Hazardous Waste Mgmt.	8,862	10,000	10,000	8
Environmental Prof. Serv.		22,310	23,710	9
Total Board of Health	216,052	252,361	260,828	
HIGHWAY				
Salaries:				
Highway Superintendent	35,775	37,850	39,750	
Clerk Salary	19,336	20,300	21,206	
Highway Labor Salary	285,278	300,800	311,104	
Overtime, Labor	66,309	42,000	44,000	
Part-Time		11,000	13,200	
Total Salaries	406,698	411,950	429,260	1
Maintenance:				
Maintenance of Roads	49,893	50,000	49,500	2
Maintenance of Equipment	-305	65,000	65,000	3
Snow Removal	69,614	46,500	47,000	4
Snow Removal/Private Ways	5,000	7,000	7,000	5
Contract/Professional Services:				
Contract Sweeping/Lease	17,981	18,000	18,000	6
Contract Basin Clean.	8,040	12,000	12,000	7

	EXPENDED FY 1987	APPROPRIATED FY 1988	REQUESTED FY 1989	ITEM NO.
Contract Line Painting	6,935	7,000	7,000	8
Landfill Misc.	6,794	--	--	9
Sidewalk Construction	--	--	--	10
Road Resurfacing		75,000	100,000	11
Equipment:				
Equipment Misc.	6,987	7,000	7,000	12
Sidewalk Tractor	67,844	--	--	13
New Equipment		185,000	90,000	15
Building Maintenance:				
Highway Garage Repair	2,500	6,000	6,000	16
Highway Garage Utilities	20,299	22,000	22,000	17
Other Garage Expense	2,993	3,000	3,000	18
Total Highway	671,273	915,450	862,760	19
HIGHWAY-LANDFILL				
Expense:				
Waste and Oil Collection	--	--	3,000	20
Leachate Collection	14,867	20,000	26,000	21
Disposal of Metal	--	--	5,000	22
Disposal of Wood	--	--	15,000	23
Professional Services:				
Misc. Engineering	6,794	12,000	20,000	24
Operating Contract	174,799	169,000	144,000	25
Building:				
Repairs	--	1,200	1,200	26
Utilities	3,106	--	--	27
Other Expense	1,962	12,000	3,000	28
	201,528	214,200	217,200	
HIGHWAY-SEPTAGE FACILITY				
Salaries:				
Chief Operator	28,323	28,900	30,600	
Assistant Operator	24,615	25,300	26,500	
Operator	--	24,500	26,500	
Fringe Benefits	1,093	5,000	5,000	
Overtime	4,369	4,500	7,600	
Administration	15,000	15,000	15,000	
Total Salaries	73,400	103,200	111,200	29

	EXPENDED FY 1987	APPROPRIATED FY 1988	REQUESTED FY 1989	ITEM NO.
Expense:				
Expense-Utilities	37,357	42,000	42,000	30
Expense-Miscellaneous	5,044	5,000	5,500	31
Chemicals	26,273	32,000	26,000	32
Insurance	6,000	6,000	6,000	33
Lab	2,907	3,000	3,500	34
Operational Review Committee	85	1,500	500	35
Professional Services	--	--	1,000	36
Equipment:				
Materials & Supplies	4,845	5,000	5,500	37
Maintenance	19,985	20,000	22,000	38
Energy	25	1,000	1,000	39
Purchase/Rental	--	3,100	3,100	40
Building:				
Energy	3,173	5,000	5,000	41
Utilities	761	1,500	1,500	42
Maintenance Repair	--	2,700	3,000	43
Total Highway-Septage	179,855	231,000	236,800	
WELFARE (VETERANS)				
Vet. Benefit Appropr.	7,500	7,500	7,500	1
Miscellaneous	4,583	3,800	3,800	2
	12,083	11,300	11,300	
SCHOOLS				
Regular Instruction 1	4,959,393	5,536,144	5,721,499	1
Special Instruction 2	1,412,719	1,542,067	1,670,936	2
Instructional Serv. 3	1,228,944	1,359,328	1,475,077	3
Operations Services 4	1,189,168	1,202,214	1,319,898	4
Policy Admin. Serv. 5	359,240	381,282	406,985	5
Out of State Travel 6	10,531	12,667	12,977	6
	9,159,995	10,033,702	10,607,372	
REGIONAL VOCATIONAL SCHOOL	103,810	148,354	176,025	7
DETACHED SOCIAL WORKER				
Detached Social Worker	36,187	37,600	39,300	
Assoc. Det. Social Worker	20,746	25,275	26,000	
	56,933	62,875	65,300	8
Expense	1,647	1,750	2,325	
Automobile Expense	--	--	700	
	58,580	64,625	68,325	9

	EXPENDED FY 1987	APPROPRIATED FY 1988	REQUESTED FY 1989	ITEM NO.
LIBRARY				
Salaries:				
Library Director	34,202	34,350	36,600	
Administrative Assistant	19,240	20,126	20,899	
Childrens Librarian	25,350	26,451	27,500	
Asst. Children's Librarian	--	20,076	20,899	
Library Assistants	89,604	--	--	
Pages Salary	1,670	8,412	9,600	
Clerks Salary	11,484	12,654	13,503	
Custodian Salary	16,258	17,130	17,796	
Reference Librarian/Sunday	1,185	1,280	1,533	
Tech. Services & Ref.	25,066	26,352	27,400	
Circulation	--	55,675	59,198	
Circulation - Nights	--	--	2,800	
Library Asst. Part-time	--	17,235	19,296	
Saturday Differential	--	--	540	
Total Salaries	224,059	239,741	257,564	1
Operating Expense	27,197	27,200	30,000	2
Out of State Travel	550	550	550	3
Tuition Reimbursement	500	1,500	1,500	4
Equipment	--	--	--	5
Materials Purchase	38,963	39,000	42,000	6
State Aid, Materials	6,000	6,000	6,000	7
Refurbishing	--	--	--	8
Building Repairs	--	1,000	1,500	9
Library Automation	11,744	19,000	25,000	10
Total Library	309,013	333,991	364,114	
PARK & RECREATION				
Salaries:				
Superintendent	39,815	40,160	42,325	
Labor (8)	139,957	152,518	161,677	
Clerical Regular	20,165	21,351	21,206	
Specialists	1,499	1,500	--	
Total Salaries	201,436	215,529	225,208	1
Expense:				
Repairs & Misc.	38,917	38,930	38,930	2
Materials & Supplies	7,827	8,480	8,480	3
Uniform Expense	2,660	3,000	2,660	4
Tree Planting	449	1,500	1,500	5
Building Repairs & Maint.	2,342	--	--	6
Recorded Services	385	500	500	7
Playground Apparatus Part	940	1,500	1,000	8
Travel & Dues Instate	485	550	550	9
Travel Out of State	619	1,050	1,050	10

	EXPENDED FY 1987	APPROPRIATED FY 1988	REQUESTED FY 1989	ITEM NO.
Equipment:				
Misc. Small Equip.	1,799	2,000	2,000	11
Mower	--	7,000	--	12
Repair Supplies & Equip.	3,579	4,500	4,500	13
Sweeper	--	8,600	--	14
Power Broom	2,595	--	--	16
Dump Truck & 1/2 Ton Pick Up	--	33,000	--	17
New Equip. (trucks/mowers)	--	--	74,000	18
Building Repairs, Lighting, etc.	2,342	2,965	3,465	19
Contract/Professional Services:				
Tree Trimming	16,069	18,000	18,000	20
Public Works Expense	3,909	4,500	3,000	21
Dutch Elm Disease Exp.	360	800	800	22
Total Park & Recreation	286,713	352,404	385,643	
Programs Paid Entirely From Fees:				
Fee Supported Programs	149,661	168,900	200,075	23
UNCLASSIFIED				
Insurance General	363,653	360,000	300,000	1
Insurance 32B	400,000	400,000	600,000	2
Unemployment Compensation	12,503	10,000	10,000	3
Street Lighting	77,000	77,000	77,000	4
Hydrant Rental	41,000	41,000	41,000	5
Finance Committee Report	13,463	10,000	13,000	6
Reserve Fund	--	118,000	123,000	7
Public Ceremonies	1,200	1,200	1,200	8
Town Meeting Notices	4,991	5,000	5,000	9
Surety Bonds	1,000	1,000	1,000	10
Town Clocks	--	200	200	11
Non Contributory Pension	23,739	25,000	26,500	12
Pension Disability Account	7,500	10,000	10,000	13
Occupational Health Nurse	14,597	12,000	12,000	14
Employee Assistance Program	5,362	7,000	7,500	15
	966,008	1,077,400	1,227,400	
DEBT AND INTEREST				
Interest:				
Bond Anticipation Notes Misc.	19,875	20,000	10,000	1
Bond Anticipation Notes Exempted	--	--	--	2
FAAN	12,000	17,000	21,700	3
Anticipation Revenue	--	10,000	10,000	4

	EXPENDED FY 1987	APPROPRIATED FY 1988	REQUESTED FY 1989	ITEM NO.
Schools:				
1972-1,050,000 School	13,500	11,250	9,000	5
1976-900,000 School	2,452	--	--	6
New Town Building	9,856	2,732	--	7
Multi Purpose Bond Issue 1984	13,200	6,300	1,500	8
Multi Purpose Bond Issue 1985 Exempted	42,037	37,163	32,288	9
Multi Purpose Bond Issue 1985 Non-Exempt	2,600	1,950	1,300	10
Multi Purpose Bond 1986 Exempt	--	71,563	63,438	11
Multi Purpose 1986				12
Issue 1986 Non-Exempt	--	42,525	36,675	13
Lake Shore, Liner		12,095	9,293	14
Multi Purpose 1988	--	--	126,586	15
Bond Issue 1987 Exempt	--	--	242,550	16
Maturing Debt:				
1972-1,050,000 School	45,000	45,000	45,000	17
1976-900,000 School	90,000	--	--	18
New Town Building	185,000	115,000	--	19
Bond Issue Sale Expense	124,475	--	--	20
Multi Pur. Bond Issue 1984	120,000	110,000	50,000	21
Registered Bond Transfer Cost	3,220	3,220	2,300	22
Multi Purpose Bond Issue 1985	10,000	10,000	10,000	23
Multi Purpose Bond Issue 1985 Exempted	75,000	75,000	75,000	24
Multi Purpose Bond Issue 1986	95,000	90,000	90,000	25
1986 Bond Issue Debt Exempt	125,000	125,000	125,000	26
Lake Shore, Liner	--	50,000	45,000	27
New Bond Issues FY88	--	365,000		28
Road Issue 1987 Exempt	--	--	450,000	29
Multi Purpose 1988	--	--	167,000	30
	988,215	1,220,798	1,623,630	
GRAND TOTAL	16,537,468	18,626,073	19,916,506	

ARTICLE 7. F.Y.'89 WATER DEPARTMENT BUDGET

Proposed by: Water Commissioners

Article 7. To see if the Town will appropriate a sum of money for the Water Department to be expended pursuant to the authority of the Water Commissioners; to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated available funds, by transfer of funds already appropriated for another purpose, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: This Article provides funds according to the proposed budget below for the operation of the Water Department for the coming fiscal year 1989.

WATER DEPARTMENT

	EXPENDED FY 1987	APPROPRIATED FY 1988	RECOMMENDED FY 1989
Salaries			
Commissioners (3)	225	225	225
Superintendent	35,400	35,400	39,800
Town Office	33,989	36,700	27,228
Labor Salary	160,636	168,216	176,851
	230,250	240,541	244,104
Maintenance	210,200	218,000	221,700
Equipment			
New Backhoe	45,000	--	--
One Ton Van	--	13,000	--
New Compressor	--	--	30,000
New 1988 Pick-up	--	--	8,000
Special Budget Items			
Meter Renewal	10,000	10,000	10,000
New Well & Pumping Sta.	20,000	30,000	30,000
Police Details	--	3,000	3,000
Cost of Borrowing for Tank Dome & Betterment ($175,000 & $80,000)	--	42,500	42,500
TOTAL WATER DEPARTMENT	515,450	557,041	589,304

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 40, Sec. 5, Ch. 44, Sec. 33B.

ARTICLE 8. COMPENSATION FOR ELECTED OFFICIALS

Proposed by: Board of Selectmen

Estimated Cost: $27,975

Article 8. To see if the Town will fix the salary and compensation of all elected officers of the Town pursuant to G.L. Chapter 41, Section 108, to be effective July 1, 1988, which salary and compensation are printed in Appendix C of the Warrant for the April 27, 1988 Annual Town Meeting.

COMMENTS: The salary recommendations are as indicated in the budget. The Finance Committee recommends that they be made effective July 1, 1988. Appendix "C" sets forth the individual salaries

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - see Mass. G.L. Ch. 41, Sec. 108.

ARTICLE 9. AMEND TOWN BY-LAWS - ROAD DESIGN HEARINGS

Proposed by: Road Commissioners

Article 9. To see if the Town will vote to amend Article 21 of the Town of Wayland By-Laws, by deleting the existing Article 21 in its entirety and replacing it with the following:

Article 21. Changing Public Ways

Prior to accepting the final design of any road, bridge, or sidewalk for construction or reconstruction where pavement is to be placed where none exists at the time or where the sidelines of the Town's ownership are to be altered, the Town Committee, Board or Commission having authority to expend funds for such construction or reconstruction shall hold a public hearing for the purpose of gathering public comments and input on said proposed design. Notice of said hearing, giving the time, place and general subject matter, sufficient for identification, shall be placed in a newspaper of general circulation in the Town, once in each of two (2) successive weeks, with the first such publication being not less than fourteen (14) days before the hearing. In addition, a copy of the notice shall be mailed not less than fourteen (14) days before the hearing to the abutters of the property where such work is proposed and to owners of any other properties deemed by the Committee, Board or Commission to be directly affected thereby. Written comments shall be accepted by the Committee, Board, or Commission for at least ten (10) days following said hearing. If ten (10) or more abutters object at the hearing or in writing within ten (10) days of the hearing, then no construction activities may begin for at least sixty (60) days from the hearing date;

or take any action relative thereto.

COMMENTS: The petitioners (Road Commissioners) seek to remedy a situation that they feel exists when projects are proposed that involve road or sidewalk construction or revision etc., as defined in this Article.

The present Town by-law, Article 21, requires the following sequence of events in such cases.

(1) A hearing must be advertised and held, in effect, at least 6 months before Town Meeting, and

before any funds can be expended for planning, engineering, etc.

(2) Town Meeting must appropriate all funds required for the project.

(3) If Town Meeting votes the funds, the planning, engineering and construction can be completed with no further hearings.

The Road Commissioners feel that this is unduly restrictive. At a point in time that is six to nine months prior to Town Meeting, with no money for planning or engineering, it is difficult for anyone to present meaningful material for review or consideration at a hearing. Abutters find it hard to visualize a proposed project. Furthermore, the petitioners feel that the present by-law can delay a project at least six months or longer, while conditions worsen and costs go up.

The Road Commissioners propose, in effect, the following timetable:

(1) Funds are voted at Town Meeting for the planning, engineering and construction of a proposed project.

(2) Hearings could be held at any time before the design is finalized and before actual construction starts.

(3) If 10 or more abutters object to the project, and can gather support, they have time to call a Special Town Meeting to reconsider the appropriation.

(4) If funds are voted, and no action taken to nullify the vote, construction can start at the earliest convenient date.

In addition, the Road Commissioners propose that when another board or commission has primary responsibility for any project involving roads or sidewalks, that Committee should be responsible for publicizing and holding the hearing in question.

ARGUMENTS IN FAVOR: Under the proposed revision, important road projects could get started from six to nine months earlier than under the present by-law, avoiding both delays and increased construction costs. In addition, the responsible committee or board would be able to present close-to-final plans and prints to abutters and other interested parties at the hearing, and citizen input would be better informed. Persons objecting to a project could oppose it at Regular Town Meeting and -- if unsuccessful -- call for a Special Town meeting to reconsider the project and be able to present objections based on concrete engineering plans.

ARGUMENTS OPPOSED: The present by-law allows enough time for all concerned to consider the full ramifications of a project; this might not be true under the proposed revision. The revised by-law inhibits the political process: persons objecting to the proposed project could find the idea of opposing the will of the town somewhat daunting if funds had already been voted for that project. They might well find it difficult to muster sufficient support for a Special Town Meeting. Special Town meetings are expensive and an imposition on the electorate.

RECOMMENDATION: While the Finance Committee approves the concept of holding hearings after sufficient information is available to make realistic evaluations, they also feel that responsibility for holding such hearings should remain with the Road Commissioners. The Finance Committee recommends approval of this Article.

QUANTUM OF VOTE: Majority.

ARTICLE 10. RESURFACE ROADWAYS

Proposed by: Road Commissioners

Estimated Cost: $144,323

Article 10. To see if the Town will vote a sum of money to be expended by the Board of Road Commissioners in anticipation of State reimbursement under Chapter 90, Section 34 for the resurfacing of various roadways; and to determine whether such money shall be provided for by taxation, by transfer from unappropriated available funds, by transfer from funds already appropriated for another purposed, or by funds received as grants from the Commonwealth or Federal Government, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: The money requested will be used to resurface certain roads in Wayland, as part of a 5-year, State-funded program. The money involved has already been set aside by the State in anticipation of the work being done and will come back to the Town. The reimbursement, however, is only for resurfacing: if the Town were to wait until the roads in question needed to be rebuilt, there would be no reimbursement.

ARGUMENTS IN FAVOR: The roadwork needs to be done, and the only cost to the Town will be the interest on the $144K until the State sends us the reimbursement. If we don't accept the offer, we will eventually have to re-build the roads at Town expense. This would cost 3 to 4 times as much as resurfacing, which the State is willing to pay for now.

ARGUMENTS OPPOSED: The Finance Committee can find no opposing arguments.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Two-thirds for Borrowing. See Mass. General Laws Ch. 44.

ARTICLE 11. RECONSTRUCT STONEBRIDGE ROAD

Proposed by: Road Commissioners

Article 11. To see if the Town will vote to appropriate a sum of money to be expended by the Road Construction Committee for the construction, reconstruction and/or improvement of Stonebridge Road, including the reconstruction of a walkway, from Anthony Road to Old Stonebridge Road; and to determine whether such money shall be provided for by taxation, by transfer from unappropriated available funds, by transfer from funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal Government, or by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: The portion of Stonebridge Road in question is one of the roads to be rebuilt under the 4.5 million bond issue voted at last Town Meeting. Consequently, it will not involve the Town in any additional expense. The inclusion of this Article is purely technical. There had been no hearing on this particular stretch of road that met the requirements of Article 21 of the Town By-laws before the 1987 Town Meeting. On July 21, 1987 such hearing was held, and this Town Meeting is being asked, in effect, to reconfirm the portion of the bond issue vote that funded the the Stonebridge reconstruction program.

ARGUMENTS OPPOSED: None heard.

ARGUMENTS IN FAVOR: Town Meeting has already voted funds for this reconstruction, and the abutters have expressed approval of the project. It would be unfair to them and to other citizens who voted for the 4.5 million bond issue to renege now.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Two-thirds for Borrowing. See Mass. Gen. Laws Ch. 44.

ARTICLE 12. LANDFILL LINER DESIGN FUNDING

Proposed by: Road Commissioners

Estimated Cost: $25,000

Article 12. To see if the Town will vote to appropriate a sum of money to be expended by the Board of Road Commissioners for the design of a liner for Cell VI at the sanitary landfill; and to determine whether such money shall be provided for by taxation, by transfer from unappropriated funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal Government, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: This Article seeks money for an engineering study to prepare for the construction of the liner under the next landfill cell. The work to be done in the study will provide a survey of the land to be used, develop drawings, prepare bid documents, do a material search and obtain the necessary permits.

With this study complete, the Road Commissioners will be prepared to go forward with construction when the current cell reaches capacity. This is projected to be in the 1990 to 1991 time frame.

ARGUMENTS OPPOSED: This expense could be postponed.

ARGUMENTS IN FAVOR: It is good management practice to anticipate future work and have the preparatory work complete prior to the required time of need.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Two-thirds for Borrowing. See Mass. Gen. Laws Ch. 44.

ARTICLE 13. COMMENTARY IN WARRANT - PETITIONERS

Proposed by: Petitioners

Article 13. To see if the Town will amend ARTICLE I of its By-Laws, entitled "Town Meetings, Notice Thereof and Warrants Therefor," by adding thereto the following new section:

> "If the Finance Committee prepares a printed report for an article in the warrant for any town meeting, then the governmental body or group of petitioners that sponsors the insertion of that article in the warrant may do likewise. The sponsor's report, not to exceed 300 words, shall be printed in the warrant immediately following the article itself."

or take any action relative thereto.

COMMENTS: This Article would allow a party which has sponsored an Article in the Warrant to also insert its own commentary of up to 300 words in the Warrant.

The proponents of this Article argue that fairness is the motivating force behind this change. The petitioners assert that past Finance Committee comments were slanted to support their own conclusions thereby preventing a fair hearing of the petitioner's issues at Town Meeting.

This is not the first time that the issue of "fairness" has been the rational behind changes to the reporting methods of the Finance Committee. Several of the petitioners for this Article were also supporters of the by-law change in 1983 which instructed the Finance Committee to provide Arguments Opposed and Arguments in Favor. Under that by-law, the Finance Committee is required to outline the Arguments For or Against each Article in the Warrant, if the Committee's comments are more than 25 words.

The argument presented in support of that by-law was also one of fairness. By giving both sides of the arguments presented to the Finance Committee. Town Meeting makes fairer, and presumable better decisions.

While the focus of the debate as presented by the petitioners is one of fairness, it also suggests that the Finance Committee cannot be trusted to present issues in a fashion to serve the interests of the Town as a whole. This should be recognized as fundamental change in process of town government as it currently exists.

The role of the Finance Committee is clearly defined in state statute and the Massachusetts Finance Committee Handbook. Under state law the Finance Committee "shall consider any or all municipal questions for the purpose of making reports or recommendations to the Town." The Finance Committee acts as the primary fact-finding committee for Town Meeting on the town budget and all Warrant Articles, and makes recommendations based on its findings to Town Meeting through the Finance Committee report and the Warrant for the Annual Town Meeting. The Massachusetts Finance Committee Handbook asserts that "usually the Town needs advice on Warrant Articles even more than on the operating budget."

Over the years, past Finance Committees have attempted to present the relevant information gathered in their hearings on the issues under debate as well as the rationale behind their recommendations in the comments at the end of each Article. These comments are not required by law, but are provided to the Town Meeting to show how the Committee came to its conclusion on the matter at hand.

It is not clear that the petitioner's proposal will improve the fairness surrounding the presentation of information. Currently, the sponsors have every right to present their perspective and supporting evidence on the floor of Town Meeting. In fact, under the rules of the current Moderator, the

presentation time allotted to sponsors of an Article is 15 minutes for an initial statement while limiting opponents of the same Article to only three minutes. This clearly weights the presentation in favor of the sponsors regardless of the position of the Finance committee.

The quality and integrity of the Finance Committee rests in the hands of the Selectmen who appoint them. This provides some assurance that the material presented in the Warrant by the Finance Committee meets some minimum standards for accuracy. Under this proposal, there will be no control over the accuracy or content of the sponsor's comments. Thus it is possible that misinformation might be disseminated under the official seal of the Town through the Warrant.

ARGUMENTS OPPOSED: The commentary will provide the proposers an unfair advantage in the debate over any issue. The Town will be required to provide information that may be unfair or inaccurate or simply wrong. The present by-laws provide adequate summaries of both sides of an issue.

ARGUMENTS IN FAVOR: The proposers get an opportunity to present their side of an argument in their own words without alteration by the Finance Committee.

RECOMMENDATION: The Finance Committee does not recommend approval of this Article.

QUANTUM OF VOTE: Majority.

ARTICLE 14. ACQUIRE EASEMENT FOR DRAINAGE PURPOSES - DEBBIE AND DAVID DEAN

Proposed by: BOARD OF SELECTMEN

Article 14. To see if the Town will authorize the Selectmen to acquire by purchase, eminent domain, gift or otherwise for drainage purposes, to be held in the care and custody of the Road Commissioners, a drainage easement over Lot 182 standing in the name of Debbie and David Dean as shown on Plan of Dudley Lake Shores Wayland, Massachusetts developed by Irving Realty Co., Inc. dated March 1929 by Rosenblatt Bros. Civil Engineers recorded in book 5347 page end in the South Middlesex Registry of Deeds; or take any action relative thereto.

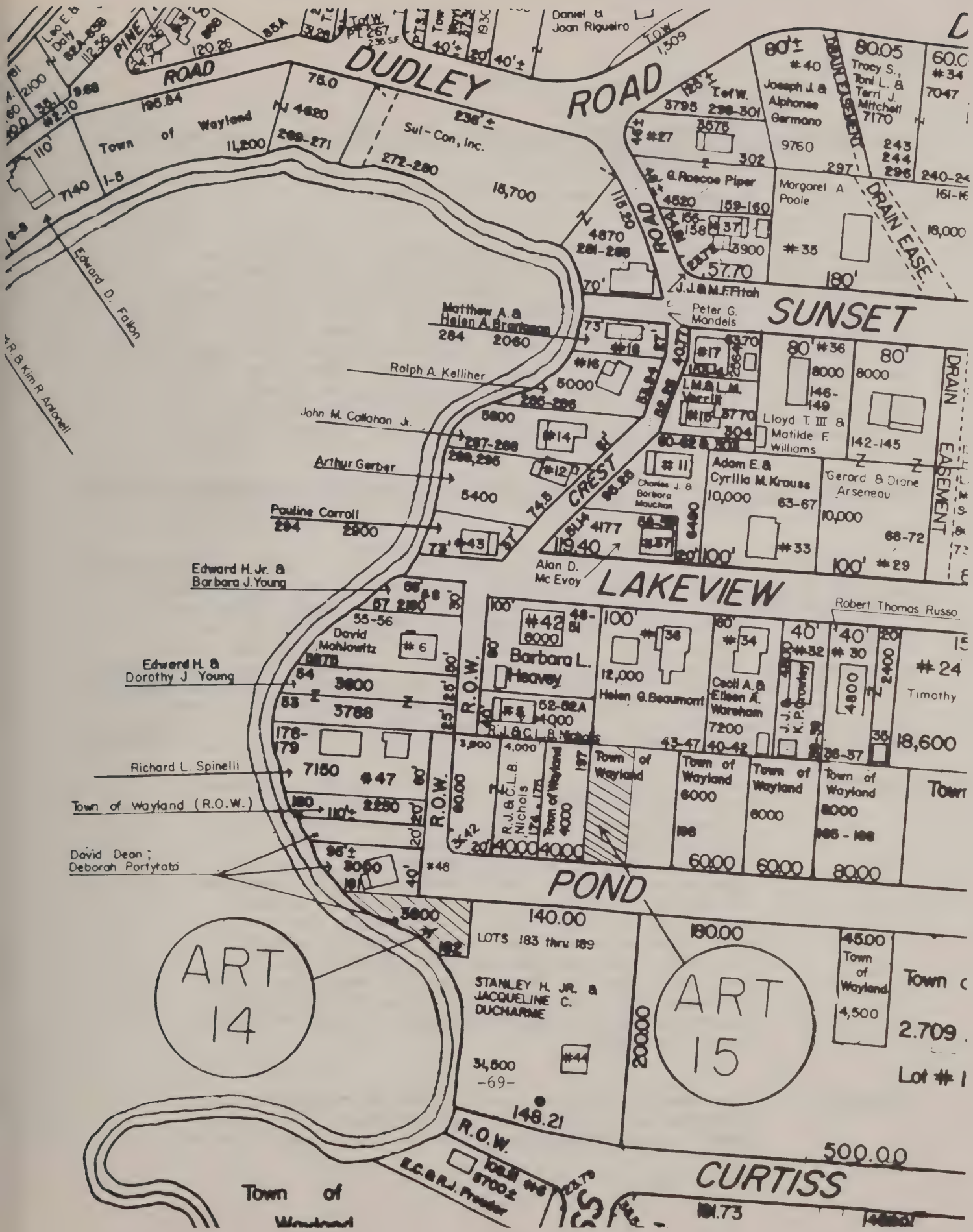
COMMENTS: The Board of Selectmen are proposing to acquire a drainage easement from the Deans for use in the Surface Water Quality Commission's ongoing construction of a Stormwater Management System in the Dudley Pond watershed. In return, the selectmen are requesting that the Town vote to grant an easement to the Deans on a parcel of land owned by the Town, for septic system purposes. (See Article 15B. Convey an Easement for Septic Purposes - Dean Property Article.)

ARGUMENTS OPPOSED: The Finance Committee has not heard or discovered any.

ARGUMENTS IN FAVOR: This is a non-monetary Article which gives the Town flexibility in installing its Stormwater Management System.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority; however, a two-thirds vote is required if money is expended or the Town's eminent domain powers are exercised; See Mass. G.L. Ch. 40, Sec. 14.


DUDLEY ROAD
PINE ROAD
SUNSET
LAKEVIEW
POND
CURTISS
CREST
DRAIN EASEMENT
ROAD EASEMENT
R.O.W.
ART 14
ART 15
Town of Wayland
Sul-Con, Inc.
Edward D. Fallon
Matthew A. & Helen A. Brantseen
Ralph A. Kelliher
John M. Callahan Jr.
Arthur Gerber
Pauline Carroll
Edward H. Jr. & Barbara J. Young
Edward H. & Dorothy J. Young
Richard L. Spinelli
Town of Wayland (R.O.W.)
David Dean; Deborah Portytata
Daniel & Joan Riguerio
Joseph J. & Alphonse Germano
G. Roscoe Piper
Margaret A Poole
J.J. & M.F. Fitch
Peter G. Mandels
Lloyd T. III & Matilde F. Williams
Adam E. & Cyrilla M. Krauss
Gerard & Diane Arseneau
Alan D. Mc Evoy
Barbara L. Heavey
Helen G. Beaumont
Cecil A. & Eileen A. Wareham
Robert Thomas Russo
Timothy
David Mahlowitz
Charles J. & Barbara Mauchan
Tracy S., Toni L. & Terri J. Mitchell
STANLEY H. JR. & JACQUELINE C. DUCHARME
LOTS 183 thru 189
140.00
180.00
148.21
500.00
191.73
57.70
119.40
Town of Wayland 6000
Town of Wayland 8000
Town of Wayland 4,500
12,000
18,600
16,700
11,200
7140
7150
3600
3788
3800
34,500
-69-

ARTICLE 15.

ARTICLE 15A. TRANSFER LAND FROM PARK AND RECREATION COMMISSION TO SELECTMEN

Proposed by: Board of Selectmen

Article 15A. To see if the Town will vote to instruct the Park and Recreation Commission, with the approval of Town Counsel as to form, to convey, abandon, release or otherwise dispose of to the Board of Selectmen an interest in a parcel of land on Pond Drive, shown as Thurlow or other lands adjacent to said parcel, on a plan entitled "Plan of Dudley Lake Shores, Wayland, Mass. developed by the Irving Realty Co., Inc." dated March, 1929 by Rosenblatt Bros. Civil Engineers recorded in Book 5347, page end in the South Middlesex Registry of Deeds containing 4,000 square feet; or take any action relative thereto.

ARTICLE 15B. CONVEY AN EASEMENT FOR SEPTIC SYSTEM PURPOSES - DEAN PROPERTY

Proposed by: Board of Selectmen

Article 15B. To see if the Town will authorize the Selectmen to convey an easement to Debbie & David Dean for septic system purposes over a portion of a parcel of land on Pond Drive, shown as Thurlow or other lands adjacent to said parcel, on a plan entitled "Plan of Dudley Lake Shores Wayland Mass. developed by The Irving Realty Co., Inc." dated March 1929 by Rosenblatt Bros. Civil Engineers recorded in book 5347 page end in the South Middlesex Registry of Deeds containing 4,000 square feet; or take any action relative thereto.

COMMENTS: Action under this Article 15A is the necessary second step in a three step process accomplished in Articles 14, 15A and 15B, which provide for the acquisition of a drainage easement in exchange for a septic system easement. In order for the Selectmen to convey a septic system easement to the Deans in Article 15B, in exchange for a drainage easement from the Deans in Article 14, the Park and Recreation Commission's interest in the subject parcel must be first conveyed to the Selectmen (See Article 15B. - Convey an Easement for Septic System Purposes - Dean Property).

COMMENTS: The Dean's septic system, which presently is located on a plot of land adjacent to Dudley Pond, is inadequate. Due to the close proximity

of the property to the Pond and the high water table at this location, the Deans are unable to replace their system on their property. A closed system which requires periodic removal to a treatment site is an alternative, but is also very expensive.

The parcel of land on which this easement is proposed was acquired in 1966 for recreational purposes, lies adjacent to a series of small Town-owned plots, and is under the purview of the Park and Recreation Department, who has submitted a leter indicating their approval of this Article. While the land is presently unused, some need for it may arise in the future. The installation of a septic system on this parcel would not prohibit future utilization of this portion of the combined Park and Recreation parcels for recreational purposes.

ARGUMENTS OPPOSED: Some future use of this land, not presently envisioned, could be restricted by the granting of this easement.

ARGUMENTS IN FAVOR: This non-monetary granting of an easement allows for a cost-efficient solution to a problem which will be beneficial to the environment of the Pond watershed and any abutters who depend on wells for their drinking water.

RECOMMENDATION: The Finance Committee recommends approval of these Articles.

QUANTUM OF VOTE: Article 15A. Two-thirds - See Mass. Gen. Laws, Ch. 40, Sec. 15A.

Article 15B. Majority - See Mass. Gen. Laws, Ch. 40, Sec. 3.

ARTICLE 16. ACQUIRE LAND FROM NICHOLS FOR ROADWAY

Proposed by: Board of Selectmen

Article 16. To see if the Town will authorize the Selectmen to acquire by purchase, eminent domain, gift or otherwise for roadway purposes, to be held in the care and custody of the Road Commissioners, the fee or any lesser interest in a parcel of land with the trees thereon on Pond Drive standing in the name of Richard J. and Carol L.B. Nichols containing 2,000 sq. ft. and shown as Parcel "A" on a plan entitled "Plan of Land in Wayland, Mass. Owned by Mary R. Goodnoh" dated February 25, 1965 by MacCarthy Engineering Service, Inc.; or take any action relative thereto.

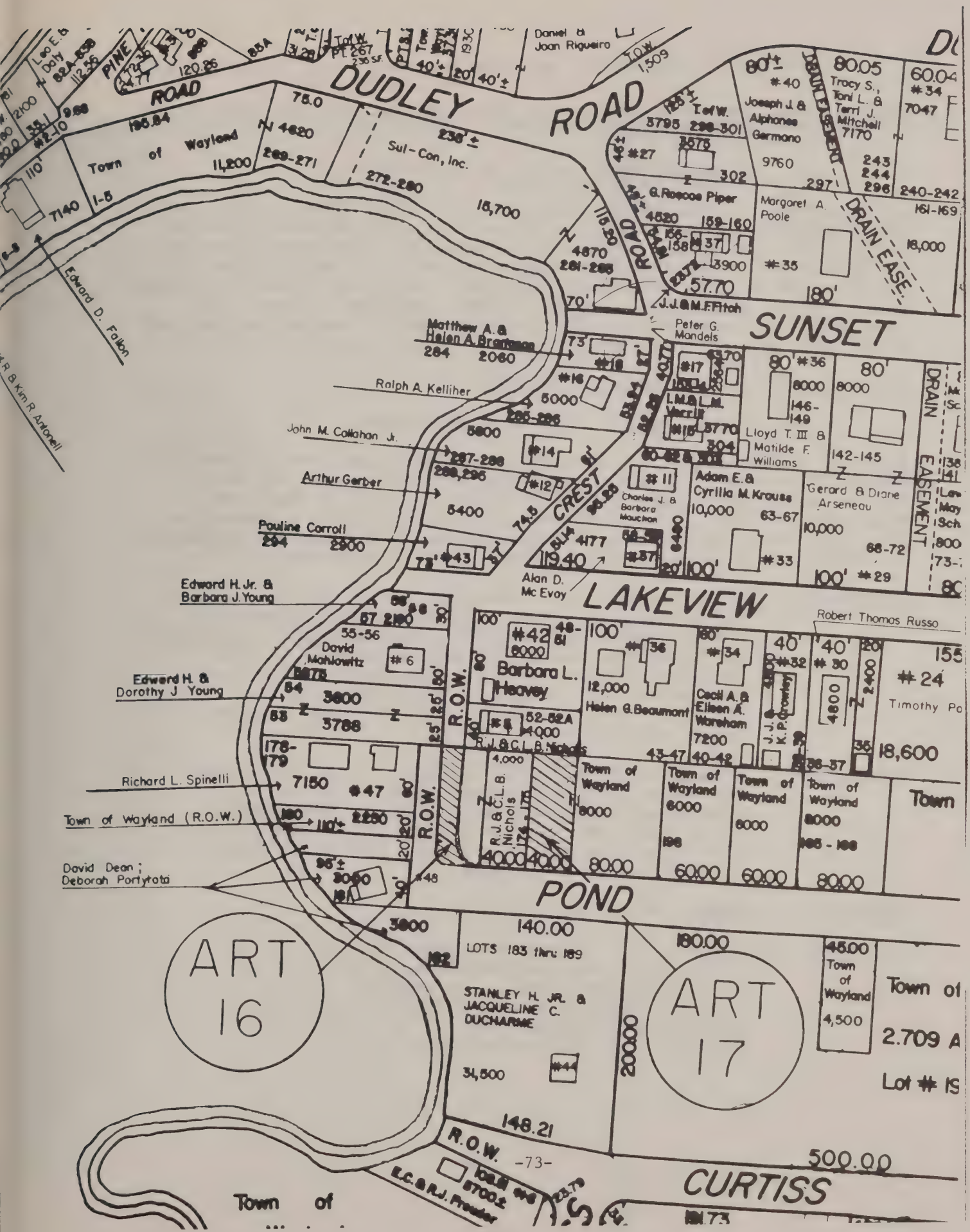
COMMENTS: The purpose of this Article is to authorize the Selectmen to acquire a parcel of land, comprising about 2,000 square feet, required to establish a right of way for alternate access to Town-owned land. The intent is to acquire this parcel by swap, conveying the two lots described in Article 17 .

ARGUMENTS OPPOSED. None heard.

ARGUMENTS IN FAVOR: The parcel is needed to facilitate renewal of underground water pipes before installing pavement in a segment of the Surface Water Quality Committee proposal for improved management of stormwater drainage in the Dudley Pond area.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority; however, a two-thirds vote is required if money is expended or the Town's eminent domain powers are exercised. See Mass. Gen. Laws, Ch. 40, Sec. 14.


DUDLEY ROAD
PINE ROAD
SUNSET ROAD
CREST
LAKEVIEW
POND
CURTISS
DRAIN EASEMENT
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Alan D. Mc Evoy
Barbara L. Heavey
Helen G. Beaumont
Cecil A. & Eileen A. Wareham
Robert Thomas Russo
Timothy Po
Town of Wayland
STANLEY H. JR. & JACQUELINE C. DUCHARME
ART 16
ART 17
R.O.W.
-73-

ARTICLE 17.

ARTICLE 17A. TRANSFER LAND FROM PARK AND RECREATION COMMISSION TO SELECTMEN

Proposed by: Board of Selectmen

Article 17A. To see if the Town will vote to instruct the Park and Recreation Commission, with the approval of Town Counsel as to form, to convey, abandon, release or otherwise dispose of to the Board of Selectmen an interest in Lots 172 and 173 as shown on a plan entitled "Plan of Land in Wayland, Rosenblatt Bros., Civil Engineers, January 1930, recorded in Book 207, page 161, at the South Middlesex Registry of Deeds, containing 4,000 sq. ft.; or take any action relative thereto.

ARTICLE 17B. CONVEY LAND TO NICHOLS

Proposed by: Board of Selectmen

Article 17B. To see if the Town will authorize the Selectmen to convey to Richard J. and Carol L.B. Nichols, Lots 172 and 173 as shown on a plan entitled "Plan of Land in Wayland, Rosenblatt Bros., Civil Engineers, January 1930, recorded in Book 207 Page 161 South Middlesex Registry of Deeds, containing 4,000 sq. ft.; or take any action relative thereto.

COMMENTS: Action under this Article 17A is the necessary first step in a two step process completed by action under Article 17B. CONVEY LAND TO NICHOLS. In order for the Selectmen to convey to the Nichols the lots earlier conveyed to the Town for recreation purposes, Town Meeting must first vote to transfer control of the land to the Board of Selectmen.

COMMENTS: This Article 17B will authorize the Selectmen to convey two Town-owned lots in order to consummate the swap described in the comments on Article 16. The Board of Selectmen affirm that the lots are needed for the fulfillment of another Town purpose.

ARGUMENTS OPPOSED: None heard.

ARGUMENTS IN FAVOR: The parcel is needed to facilitate renewal of underground water pipes before installing pavement in a segment of the Surface Water Quality Committee proposal for improved management of stormwater drainage in the Dudley Pond area.

RECOMMENDATION: The Finance Committee recommends approval of these Articles.

QUANTUM OF VOTE: Article 17A. Two thirds - See Mass. Gen. Laws, Ch. 40, Sec. 15A.

Article 17B. Majority - See Mass. Gen. Laws, Ch. 40, Sec. 3.

ARTICLE 18. TRANSFER AND SELL TAX TITLE AND SURPLUS LAND

Proposed by: Board of Selectmen

Article 18. To see if the Town will authorize the Selectmen to sell and convey at public auction after setting upset bid prices, the following parcels of land which have been acquired by the tax title procedure for non-payment of taxes or otherwise:

Parcel #1

#4 Sycamore Road, containing 4,900 square feet, being a part of Lot 99 as shown on a plan entitled "Plan of Castle Gate North Section Wayland, Mass." dated May 11, 1918 by E. Worthington Engineer and recorded as Plan 17 in Plan Book 268 at the Middlesex Registry of Deeds, South District, Cambridge, Mass.

Parcel #2

#8 Sycamore Road, containing 5,975 square feet, being a part of Lot 99 as shown on (See title above)

Parcel #3

#70 Hawthorne Road, containing 3,725 square feet, being a part of Lot 90 as shown on (See title above)

Parcel #4

#11 Woodland Road, containing 2,950 square feet, being Lot 682 and part of Lot 683 as shown on plan entitled "Plan of Woodland Park, Wayland, Mass. dated Sept. 3, 1914 by E. Worthington Engineer and recorded as an "As Filed Plan Number 543" at the Middlesex Registry of Deeds, South District, Cambridge, Mass.

Parcel #5

#27 Indian Road, containing 3,900 square feet, being Lots 796, 797, and 798 as shown on the above plan.

Parcel #6

#8 Pilgrim Path, containing 6,670 square feet, being Lots 793, 794, and 795 as shown on the above plan.

Parcel #7

#51 Woodland Road, containing 4,905 square feet, being Lots 629 and 630 on the above mentioned plan.

Parcel #8

#43 Dudley Road, containing 1,509 square feet, being Parcel "A" as shown on a plan entitled "Plan of Land in Wayland, Mass. showing Proposed Land Transfer and Easement For Water Line Purposes" dated Dec. 14, 1967 by the Wayland Engineering Department and recorded as plan 151 of 1969 in book 11646 Page 10, in the Middlesex Registry of Deeds, South District, Cambridge, Mass.

Parcel #9

#5 George Street, containing 3,865 square feet, being Lots 63 and 64 as shown on a plan entitled "Wayland Mass., Revised Plan of Dudley Lake Shores Section "B" dated July 1929 by Rosenblatt Bros. Civil Engineers, and recorded as plan 1254 of 1929 in book 5407 page End at the Middlesex Registry of Deeds, So. District, Cambridge, Mass.

Parcel #10

#16 Oak Street, containing 9,660 square feet, being shown as the remainder of Parcel 19, South of the Turnpike Right of Way Line on a plan entitled "Plan for the Location of an Express Toll Highway Known as Massachusetts Turnpike in the Town of Wayland Middlesex County" dated November 23, 1954 by P.H. Kitfield, Chief Engineer, and recorded as plan 1947 of 1954 in book 8369 page 303 in the Middlesex Registry of Deeds, South District, Cambridge, Mass.

or take any action relative thereto.

COMMENTS: This the normal procedure in towns, which allows the Treasurer to sell lands in tax possession status at public auction. The proceeds from the sale would go into the Town's General Fund.

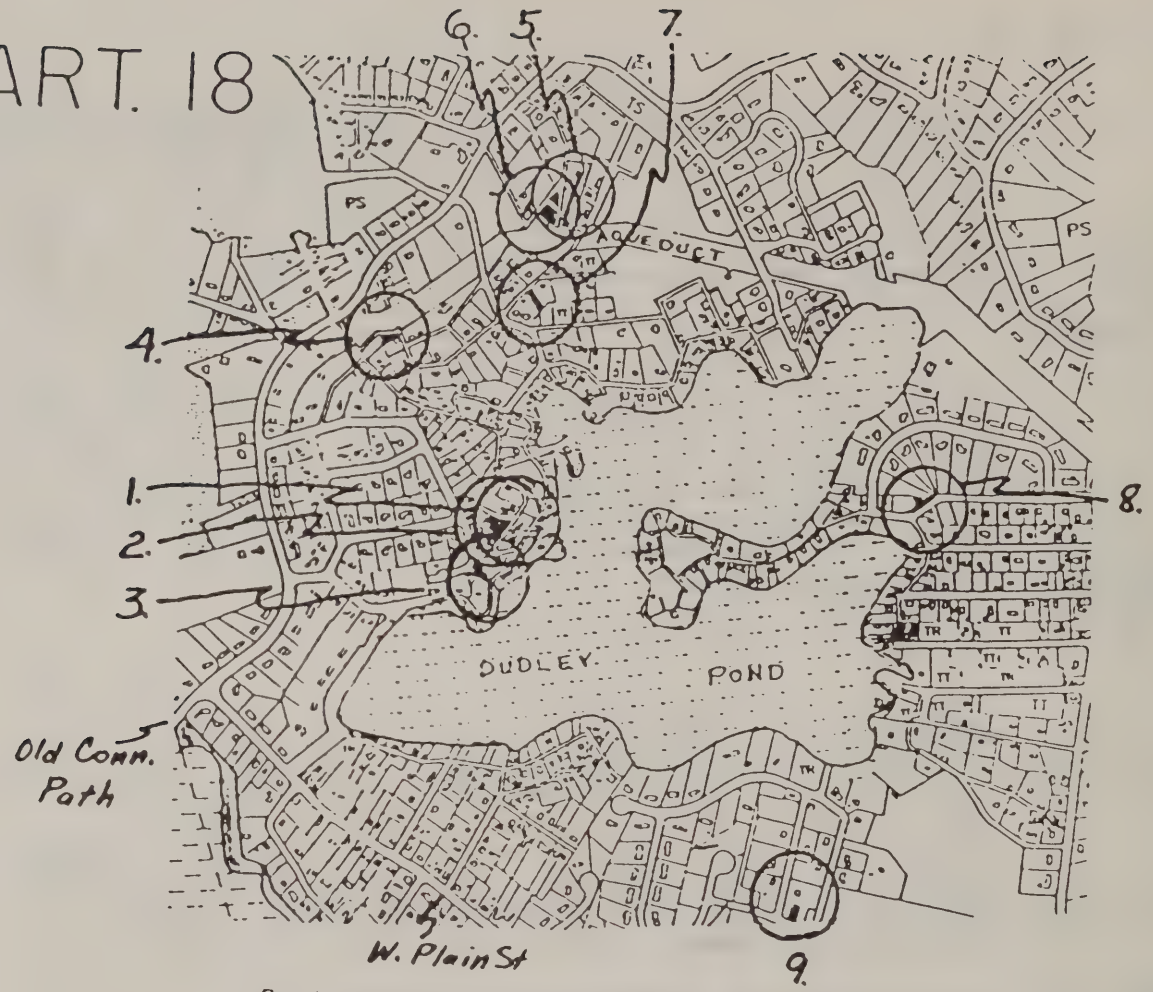
ARGUMENTS AGAINST: None heard.

ARGUMENTS IN FAVOR: This is a normal procedure established to allow towns to divest themselves of land obtained for non-payment of taxes. The revenues will be additional income for the Town.

RECOMMENDATION: The Finance Committee recommends the approval of the Article.

QUANTUM OF VOTE: Majority - See Mass. Gen. Laws, Ch.40, Sec. 3.

ART. 18


6.
5.
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4.
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3.
8.
9.
AQUEDUCT
DUDLEY
POND
Old Conn.
Path
W. Plain St
PS

COMMONWEALTH
OAK
ST
10.
Oak St
MASS. TURNPIKE
PC

ARTICLE 19.

ARTICLE 19A. TRANSFER LAND FROM ROAD COMMISSIONERS TO SELECTMEN

Proposed by: Board of Selectmen

Article 19A. To see if the Town will vote to instruct the Road Commissioners, with approval of Town Counsel as to form, to convey, abandon, release, or otherwise dispose of to the Board of Selectmen, a parcel of land acquired by a vote of the Town under Article 37 of the 1966 Annual Town Meeting as shown on a plan entitled "Plan of Land in Wayland, Mass. owned by Roland A. Lombard" dated January 6, 1966, by the Wayland Engineering Department recorded as plan 593 of 1968 in book 11517, page end at the South Middlesex Registry of Deeds, containing 9,868 square feet; or take any action relative thereto.

ARTICLE 19B. CONVEY LAND TO LOMBARD

Proposed by: Board of Selectmen

Article 19B. To see if the Town will vote to authorize the Selectmen to convey to Roland A. Lombard a parcel of land acquired by a vote of the Town under Article 37 of the 1966 Annual Town Meeting as shown on a plan entitled "Plan of Land in Wayland, Mass. Owned by Roland A. Lombard" dated January 6, 1966 by the Wayland Engr. Dept. recorded as plan 593 of 1968 in book 11517 page end at the South Middlesex Registry of Deeds, containing 9,868 square feet; or take any action relative thereto.

COMMENTS: Action under this Article 19A is the necessary first step in a two step process completed by action under Article 19B. CONVEY LAND TO LOMBARD. In order for the Selectmen to convey to Roland Lombard the property earlier conveyed to the Town, Town Meeting must first transfer control of the land to the Board of Selectmen.

COMMENTS: This Article 19B is being submitted by the Board of Selectmen and relates to property earlier conveyed to the Town by the Lombards. It would restore the Lombards' frontage on Stonebridge Road. In 1966, the Town acquired this 9,868 parcel of land with frontage on Stonebridge Road in return for a 30,585 square foot piece of Town land which abutted the Lombard property. The land was acquired to enable the Town to build a road through abutting Town land, which would have diverted

commuting traffic from Stonebridge Road to this new road. The Lombards were assured continuity of their frontage and thereby access to their property because the new road built on the original land would have abutted the Lombards' land. Unfortunately, the new road was never built, leaving the Lombards with this property as an island of Town-owned land through which their driveway must pass.

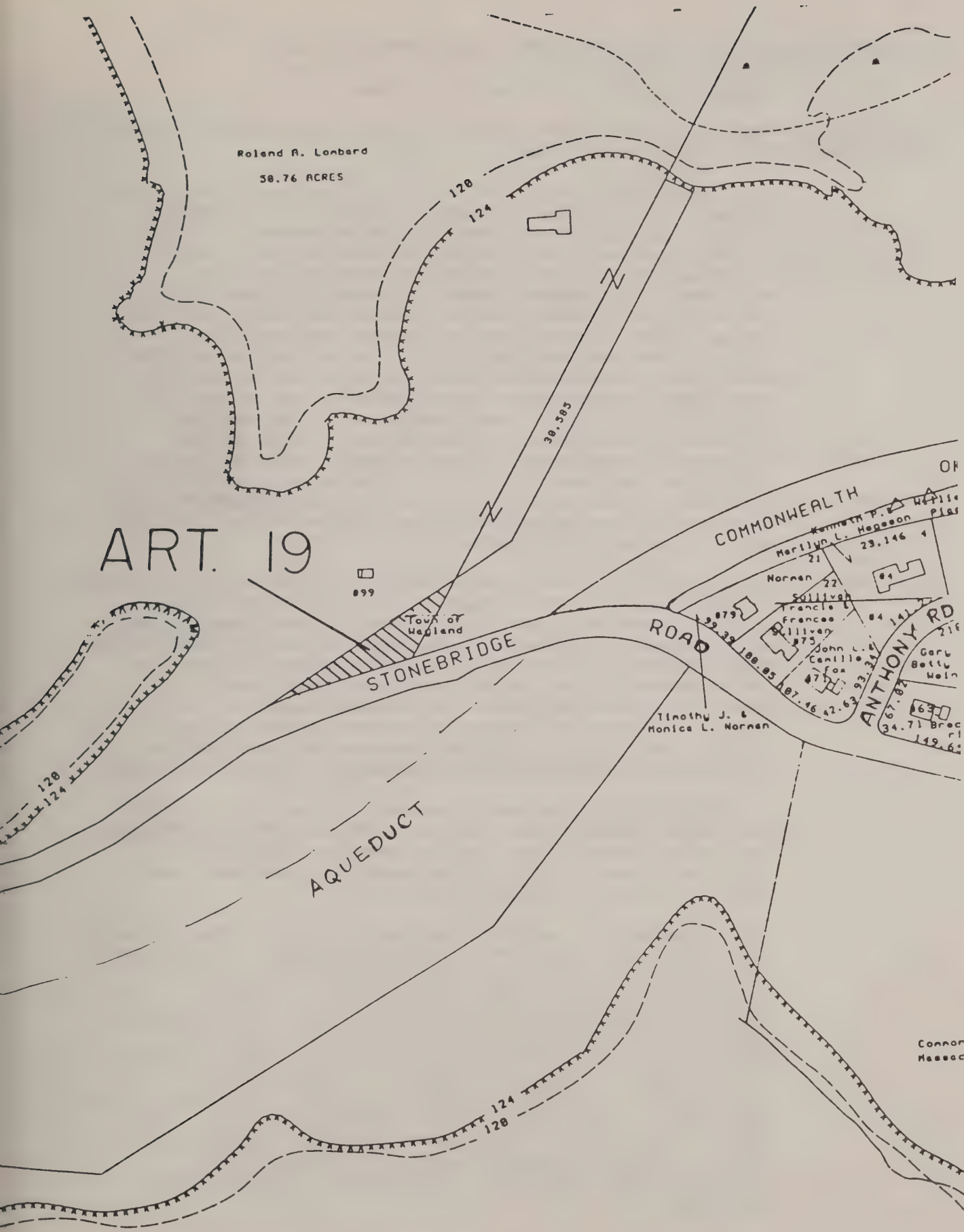
ARGUMENTS OPPOSED: The Finance Committee is unaware of any.

ARGUMENTS IN FAVOR: These Articles fulfill a promise made by the Town to the Lombards.

RECOMMENDATION: The Finance Committee recommends approval of these Articles.

QUANTUM OF VOTE: Article 19A. Two-thirds - See Mass G.L. Ch. 40, Sec. 15A.

Article 19B. Majority - See Mass G.L. Ch. 40, Sec. 3.



Commonwealth of Massachusetts

ARTICLE 20. AMEND ZONING BY-LAWS - DOG KENNELS

Proposed by: Board of Selectmen

Article 20. To see if the Town will amend the Zoning By-Laws by adding the following new section to V (d):

"7. The maintenance of dogs and suitable shelters therefor; provided, however, that if the number of dogs six months old or older exceeds 3, a special permit is granted to the current owner of premises in accordance with paragraph (r). Any kennel or other structure used by dogs shall be no closer than 20 feet to any lot line and no closer than 50 feet to any existing dwelling located beyond any lot line. Notwithstanding the foregoing, the maintenance of dogs and shelters therefore by the then owner and to the extent in actual operation or existence as of September 22, 1986, (as evidenced by the holding of a kennel license issued by the Town Clerk), whether or not such use has been lawfully in existence prior to that date, shall be deemed a lawful non-conforming use for all purposes of these By-Laws"; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Board of Selectmen in an effort to clarify under what conditions dogs and kennels are allowed under the Town's Zoning by-Laws. There is a history behind this Article which is difficult for the uninitiated to comprehend. The present proposed Amendment represents a compromise position resulting from many hearings over years and the defeat of two earlier Articles, and the passage of an Article which was subsequently disallowed.

A similar Article was inserted in the Warrant for the 1986 Annual Town Meeting. This Article was defeated, with debate as primarily centered on the fact that it did not adequately address the issue of "pre-existing" kennels.

In response, an Article was submitted in the Warrant for the 1987 Annual Town Meeting which incorporated several minor changes from the 1986 Article and grandfathered existing kennels as a "lawful non-conforming use", a use not requiring a hearing for a special permit from the Board of Appeals. This Article also was defeated, due to its grand-fathering of existing kennels. Immediately following, a motion was made to pass the same by-law amendment without the grandfathering clause. This motion was passed but was eventually denied by the State Attorney General's Office because the Planning Board had not technically registered its approval.

The Article submitted for this 1988 Annual Town Meeting is the same language as was passed in 1987, with the grandfathering provision deleted.

This Article proposes an addition to Section V(d) of the Town's Zoning By-Laws. It essentially addresses two points:

1. All kennels are considered "hobby" or "pleasure" kennels. There is no reference to "business" kennels. A resident who owns three dogs or more over the age of six months must apply for a special permit for a kennel from the Zoning Board of Appeals to exist in a residential zone.

2. The set-back requirements for kennels or shelters on a resident's property.

The Selectmen have worked with the kennel owners and abutters to refine this proposed Amendment.

ARGUMENTS OPPOSED: Despite the compromises made through hearings and debate at Town meetings, there may be opposition based on the number of dogs, their ages, or the set-back provisions in the Article, or the fact that the Article does not grandfather existing kennels.

ARGUMENTS IN FAVOR: The proposed Amendment fills a gap in the Zoning By-Laws and sets reasonable standards as to when dogs and kennels are allowed and when special permits are required. All kennels in existence subsequent to the adoption of our present zoning by-laws are treated equally.

RECOMMENDATIONS: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Two-thirds - see Mass. G.L., Ch. 40A, Sec. 5.

ARTICLE 21.

ARTICLE 21A. TRANSFER DRAINAGE EASEMENT FROM ROAD COMMISSIONERS TO SELECTMEN

Proposed by: Board of Selectmen

Article 21A. To see if the Town will vote to instruct the Road Commissioners, with the approval of Town Counsel as to form, to convey, abandon, release, or otherwise dispose of to the Board of Selectmen a portion of a drain easement formerly granted to the Town by deed, Book 10440 and Page 108 and shown on a plan entitled "Plan of Land in Wayland, Massachusetts showing a proposed easement and a proposed easement abandonment at 78 Old Connecticut Path", dated July, 1987 by the Wayland Engineering Department on file with the Town Clerk; or take any action relative thereto.

ARTICLE 21B. CONVEY ABANDONED DRAINAGE EASEMENT TO WALTERS

Proposed by: Board of Selectmen

Article 21B. To see if the Town will authorize the Selectmen, to sell, convey, abandon or otherwise dispose of to Christopher and Mary Ann Walter a portion of a drain easement formerly granted to the Town by deed, Book 10440 and Page 108 and shown on a plan entitled "Plan of Land in Wayland, Massachusetts showing a proposed easement and a proposed easement abandonment at 78 Old Connecticut Path", dated July, 1987 by the Wayland Engineering Department on file with the Town Clerk; or take any action relative thereto.

COMMENTS: Action under this Article 21A is the necessary first step in a two step process completed under Article 21B. CONVEY ABANDONED DRAINAGE EASEMENT TO WALTERS. In order for the Selectmen to convey the abandoned easement earlier conveyed to the Town, Town Meeting must first transfer control of the easement to the Selectmen.

COMMENTS: The Walters previously granted the Town an easement to install a drain pipe on their property. The Town subsequently decided that two pipes were required in order to handle natural land runoff and road-related drainage separately. The Walters granted an additional easement for this second pipe in 1987, and the abandonment of this portion of the first easement represents land which is no longer needed by the Town.

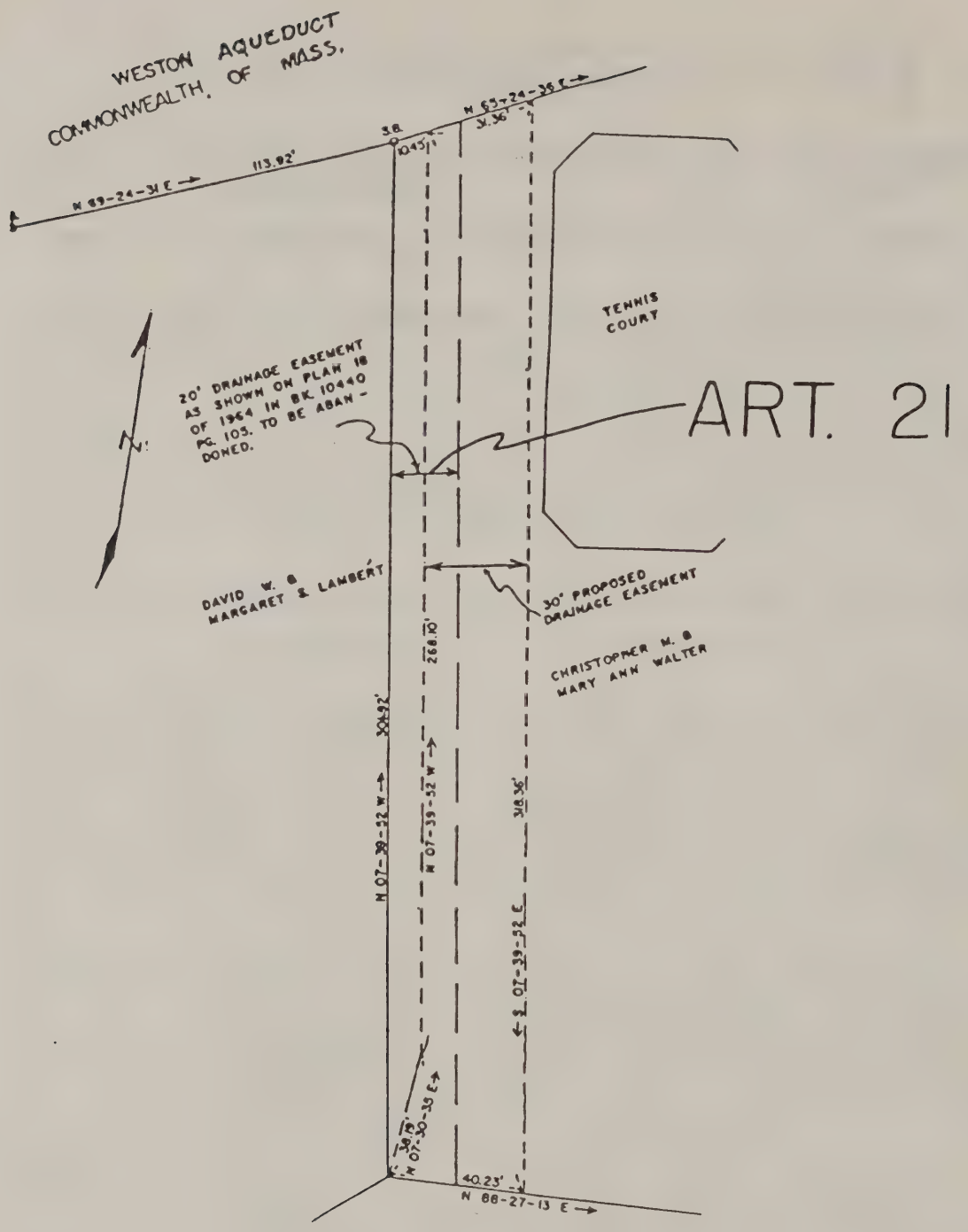
ARGUMENTS OPPOSED: None.

ARGUMENTS IN FAVOR: To restore land rights to the original grantor which are no longer required by the Town.

RECOMMENDATION: The Finance Committee recommends approval of these Articles.

QUANTUM OF VOTE: Article 21A. Two-thirds - See Mass. Gen. Laws, Ch. 40, Sec. 15A.

Article 21B. Majority - See Mass. Gen. Laws, Ch. 40, Sec. 3.



PLAN OF LAND
IN WAYLAND, MASS.

SHOWING A PROPOSED EASEMENT
AND A PROPOSED EASEMENT ABANDONMENT
AT 78 OLD CONNECTICUT PATH

DATE: JULY, 1987 SCALE: 1" = 20'
WAYLAND ENGINEERING DEPARTMENT

ARTICLE 22. ESTABLISH TOWN GOVERNMENT COMMITTEE

Proposed by: Board of Selectmen

Estimated Cost: $1,000

Article 22. To see if the Town will vote to establish a Town Government Committee to be appointed and charged with the following responsibilities by the Board of Selectmen as hereinafter provided:

1.0 Appointment

1.1 Membership. The Committee shall consist of five registered voters who shall serve without compensation.

1.2 Term. Each member shall serve a term of three years, except that the initial appointments made in fiscal year 1989 shall include three appointments for a term of two years and two appointments for a term of one year. Not later than July 1, of each year, the Board of Selectmen shall appoint as many members as shall be necessary to fill vacancies caused by the expiration of terms. Appointments to fill unexpired terms shall be made as soon as practicable after the vacancies occur.

2.0 Responsibilities

2.1 To encourage broad-based citizen participation in town government at all levels.

2.2 To encourage citizens to serve on or run for various town boards, commissions, committees, councils, and authorities.

2.3 To encourage greater attendance at Town Meetings.

2.4 To increase citizens' awareness and knowledge of town services, police and procedures and problems;

and to see what sum of money the Town will vote to raise and appropriate, transfer from unappropriated available funds or available funds appropriated for another purpose, or funds received as grants from the Commonwealth of Massachusetts or Federal Government, for non-partisan mailings and publications needed to carry out the responsibilities of the Town Government Committee; or take any action relative thereto.

COMMENTS: The Article envisions the formation of a committee that would serve as an independent, non-partisan "think tank" concentrating on specific town needs; encouraging more citizens to take part in town government than presently do so; encouraging broader-based attendance at Town Meeting, and helping town residents to become better acquainted with town procedures, services and challenges.

Since these activities fall into the area of "communications", the objective would be to appoint to the committee citizens with experience in the so-called "communication arts": people skilled in advertising, journalism, public relations, marketing, and--in particular--video. Wayland has a town-wide videocable system and the proposed committee should make a special effort to suggest, produce and promote programs that educate the voters in town affairs. Profiles of town committees, for example, or panel discussions on important town issues: housing, zoning, water protection, landfill, conservation, financial restraints, etc. The proposed committee should also utilize more traditional media such as newspapers, local radio stations and direct mail to effect its mandate.

ARGUMENTS OPPOSED: Fiscal austerity only.

ARGUMENTS IN FAVOR: The proposed article addresses serious and acknowledged Town problems. The cost is extremely minimal, only $1000 out of a budget of almost $22,000,000, less than one half of one percent. If the proposed committee should accomplish its objectives, it would be well worth the investment. If not, there will be no need to refund it in future years.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority.

ARTICLE 23. PURCHASE NEW PUBLIC SAFETY JOINT COMMUNICATION COMPUTER SYSTEM - PETITIONERS

Proposed by: Petitioners

Estimated Cost: $90,000.00

Article 23. To see if the Town will appropriate a sum of money to be expended by the Board of Selectmen for the acquisition of a new computer for the Police and Fire and Joint Communication system; and to determine whether such money shall be provided for by taxation, by appropriation from available funds, by transfer of funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal Government, by borrowing under the provisions of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: This Article is intended to enable the Selectmen to acquire a stand alone computer, associated peripheral hardware, operating system software, other equipment and documentation. The system is to be installed in the Public Safety Building and will serve as a computer resource for the three public safety service departments of the Town (Police, Fire, and Joint Communications). It will permit the automation of the public safety record and information systems of the Town; it will replace the current method of manual information storage and retrieval, including the generation and retention of many reports and documents required pursuant to law and for effective collaboration with other public safety agencies.

The primary benefit to be derived from the automation of the public safety records system is enhancement of the ability of Joint Communications dispatchers to provide essential information to the Town's (police and fire) responding emergency personnel. These benefits are measured in terms of reduced risk and higher effectiveness of emergency response. Ancillary benefits of computer aided dispatch include improved storage and retrieval of Joint Communications information for management and reporting.

Other anticipated police uses of the automated system relate to arrest and booking processes; warrants; residence and business location information; records concerning Criminal Offender Record Information (CORI); traffic offense and accident information; records maintained by the Detective Division; issuance of licenses and permits; crime prevention

analysis; property tracking and inventory; and equipment maintenance. The system will also support the fire incident reporting procedures, the Uniform Crime Reports System, and the financial management requirements of the three Public Safety Departments.

Automation of the Wayland Police Department records will eventually be required to attain compliance with the standards established by the National commission on Accreditation of Law Enforcement Agencies; Wayland has initiated the process of obtaining accreditation by this Commission.

The acquisition of a stand alone system, rather than sharing in use of the Town Hall main frame, appears to be indicated by (1) the requirement for 24-hour, 7 days a week immediate access; (2) the CORI law restrictions to prevent disclosure of police department data; and (3) State policies which require that shared computer systems must be under the direct management control of a criminal justice agency.

Introduction of the automated data processing capabilities is not expected to eliminate any current personnel positions, although it may obviate the need for future additional clerical positions for manual processing of the growing volume of paperwork generated by the three Departments. On the other hand, installation of the automated system will require management attention by a Department employee on at least a part-time basis.

ARGUMENTS OPPOSED: It is not clear that the three concerned Departments have completed the requisite thorough review of the range of alternative, available systems and procedures which might be adopted to attain the central goals of public safety record and information automation in Wayland. Equally important, study of the future implications with respect to personnel requirements and assignments, and with respect to other recurrent operating costs associated with these systems, has evidently not been completed. Appropriation of funds and authorization to acquire a specified system, before the completion of these management planning procedures, appears to be premature. Neither the prospect of attaining accreditation

of the Wayland Police Department nor any other vital interest of the Town is placed in jeopardy by completion of capital and operational planning procedures before acquiring a public safety computer system.

ARGUMENTS IN FAVOR: The growth of paperwork threatens to overwhelm the manual systems of recordkeeping and information management presently used by our three public safety departments. Automation is clearly advisable on grounds of personnel safety and effectiveness as well as standards of good management procedure. The system proposed for acquisition will efficiently gather information from many sources into a central area in an integrated manner, then making it readily available for emergency use and to process the various records and reports required of the Departments. The appropriation requested in this Article is based on estimates submitted by vendors; those estimates have deadlines, prices may rise in the future, and delay in acquiring an automation system may result in higher cost to the Town.

RECOMMENDATION: The Finance Committee does not recommend approval of this Article.

QUANTUM OF VOTE: Two-thirds for Borrowing - See Mass. Gen. Laws, Ch. 44.

ARTICLE 24. PURCHASE AUTOMATED VOTE COUNTING SYSTEM

Proposed by: Town Clerk

Estimated Cost: $24,000.00

Article 24. To see if the Town will appropriate a sum of money for the purchase of an automated vote counting system and appurtenant equipment; and to determine whether such appropriation shall be provided by taxation, by transfer from unappropriated available funds, by transfer of funds already appropriated for another purpose, or received as grants from the Commonwealth or Federal Government; or take any action relative thereto.

COMMENTS: The punch card system currently used by the Town to count ballots is an antiquated one no longer supported by the manufacturer. Each election requires up-dated software and modifications which are no longer readily available. In addition, lengthy election tabulations require substantial personnel time which also increases election costs. The proposed new system is the only one approved by the Commonwealth; requires little programming and will provide accurate election tallies promptly after the polls close.

ARGUMENTS OPPOSED: None, other than the cost of the new system.

ARGUMENTS IN FAVOR: The current punch card system is now over 20 years old and is expensive and time consuming in operation. The new system will provide service for many years; will reduce election costs and provide immediate and accurate election tallies.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority.

ARTICLE 25. SCHOOL BUILDING & EQUIPMENT PLANNING FUNDING

Proposed by: School Committee

Estimated Cost: $40,000

Article 25. To see if the Town will vote to appropriate a sum of money to be expended by the School Committee for preparation of preliminary plans and specifications for the reconstruction and renovation of the Town's school buildings and for the replacement of furniture and equipment appurtenant thereto; and to determine whether such money shall be provided for by taxation, by transfer from unappropriated available funds, by transfer from available funds appropriated for another purpose, by grants received from the Commonwealth or the Federal Government, by borrowing, or otherwise; or take any action relative thereto.

COMMENTS: The school buildings have been deteriorating for several years as there has been no significant money in the budget to reverse this trend since the imposition of Proposition 2 1/2. Most school buildings are 30 to 40 years old and are in need of substantial restoration and modernization. Roofs, which were guaranteed for 20 years, cannot now be kept tight, they leak continuously and some structural damage is beginning to occur.

Boilers have worn out and their 30 year old technology needs to be replaced by more efficient energy systems. While the problem is general, effecting all schools, some locations, such as parts of the High School, require significantly more attention then others.

In light of this problem, the School Committee requested that the Superintendent conduct a major facilities study in 1985. The architectural firm of Strekalovsky and Hoit, Inc. of Hingham undertook such a study, which was completed this past December (copies available in the Public Library, or School Office). This firm estimated that it would cost between 10 and 12 million dollars to complete this project. It is anticipated that approval of a project of this dimension would be contingent upon (1) state funding for a percentage of the project; (2) a debt exemption override.

There is currently a School Committee appointed advisory committee to oversee plans for this project. Representatives from the Board of

Selectmen, Finance Committee and School Department make up this committee. If these funds are approved, this committee expects to have preliminary architectural plans which could be used to obtain state and town meeting approval of this project. It is anticipated that a request for approval of the overall project will be made in the spring of 1989. Town meeting and the Town, through the override mechanism will make a final determination next year on this project. This appropriation does not in any way commit the town to the overall 10 - 12 million dollar project.

ARGUMENT OPPOSED: The Town should not be planning any major expenditures in the near future given current financial problems.

ARGUMENTS IN FAVOR: The building conditions have reached the crisis stage. This is a limited investment of capital as the Town will be able to still vote to approve or disapprove the overall project next year. The plans will give the Town a clear idea of what needs to be done in detail to restore its school buildings, information now not available, but necessary, whether a major project is undertaken or the Town chooses to do only part of the project in the future.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Two-thirds for Borrowing - See Mass. Gen. Laws Ch. 44.

ARTICLE 26. ESTABLISH REVOLVING ACCOUNT FOR NON-RESIDENT SPECIAL EDUCATION STUDENTS

Proposed by: School Committee

Article 26. To see if the Town will vote to accept the provisions of Massachusetts General Laws Chapter 71, S.71F, in order to establish a revolving account for the collection of tuitions and payment of education expenses for non-resident special education programs in the Wayland Public Schools; or take any action relative thereto.

COMMENTS: We are informed by the School Committee that under Mass Laws Chapter 71f, the Town may approve establishment and use of a revolving account for receipt of tuition paid by parents of non-resident special education students attending some special education programs in the Wayland Public Schools.

ARGUMENTS OPPOSED: All funds should be channelled through the Town's general revenues. This is a bad precedent.

ARGUMENTS IN FAVOR: This is a special program which requires tuition reimbursement to finance activities which are too costly without participation by non-residents.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority.

ARTICLE 27. INCREASE ELDERLY, ORPHANS AND WIDOW EXEMPTIONS

Proposed by: Board of Assessors

Article 27. To see if the Town will vote to accept the provisions of Massachusetts General Laws, Chapter 59, Section 5, Clause 17D, as enacted by Chapter 73 of the Acts of 1986, to commence with fiscal year 1989, which provides for the granting of exemptions to elderly persons over seventy years of age, surviving minors, and surviving spouses; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant at the request of the Board of Assessors. The current limitations on eligibility for exemptions for the elderly, surviving minors and surviving spouse are so stringent that no one has qualified for this exemption since 1981. This Article will bring Wayland's standards up to current State standards.

ARGUMENTS OPPOSED: None.

ARGUMENTS IN FAVOR: This Article will make the total worth requirements more realistic.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - See Mass. Gen. Laws, Ch. 59, Sec. 5, Clause 17D.

ARTICLE 28. INCREASE ELDERLY EXEMPTIONS

Proposed by: Board of Assessors

Article 28. To see if the Town will vote to accept the provisions of Massachusetts General Laws, Chapter 59, Section 5, Clause 41C, as enacted by Chapter 73 of the Acts of 1986, to commence with fiscal year 1989, which provides for the granting of exemptions to elderly persons over seventy years of age; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant at the request of the Board of Assessors. This Article is an update of Clause 41 which is currently in effect. This will bring Wayland's income/asset requirements for the granting of exemptions to elderly persons over seventy years of age up to current State standards. This provision allows a property tax deferment of $500 to elderly persons over seventy years of age. In return for the deferment, the Town gets a lien on the property. When the property is sold the Town gets the deferred amount plus interest.

ARGUMENTS OPPOSED: None

ARGUMENTS IN FAVOR: This Article will make the total worth requirements more realistic.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - See Mass. Gen. Laws, Ch. 59, Sec. 5, Clause 41C.

ARTICLE 29. WATER BETTERMENTS - LAKE SHORE DRIVE AND CREST ROAD

Proposed by: Water Commissioners

Estimated Cost: $80,000

Article 29. To see if the Town will vote to appropriate a sum of money to be expended by the Board of Water Commissioners for the replacement of certain existing water mains along Lake Shore Drive from Simpson Road to Beech Road and along Crest Road from Dudley Road to Pond Drive within the work limits of the proposed "Clean Lakes" project at Dudley Pond; to assess betterments in accordance with Mass. General Laws Chapter 80; and to determine whether such money shall be provided for by taxation, by transfer from unappropriated available funds, by transfer from funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal Government, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: This Article was inserted into the Warrant by the Water Commissioners, on behalf of the Surface Water Quality Committee. It would appropriate money to replace old water mains along certain roads on the North side of Dudley Pond. This Article would replace the one and two inch pipe currently used for water main service with new eight inch pipe. All services would be renewed from the new mains to curb stops.

This project will result in an increase in the volume of water available for fire protection. It will also improve the quality of the water service and eliminate a problem of freezing pipes during the winter.

This proposal is part of Phase II of the Clean Lakes Project and is recommended by the Fire Department, Surface Water Quality Committee and the Water Department.

This is a betterment project. The cost of the project is initially borne by the Town, however, the abutters share the cost of the project, paying one-half of the principal with interest over twenty years. All the necessary hearings for this project have been held.

ARGUMENTS OPPOSED: The Town does not have the money to spend on this project at this time.

ARGUMENTS IN FAVOR: This project will increase both the quality and flow of water to this area. This will result in an increase in the volume of water available for fire protection.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Two-thirds for borrowing. See Mass. G.L., Ch.44, Sec. 7, Ch. 41, Sec. 81Y.

ARTICLE 30. AMEND ZONING BY-LAWS - INCENTIVE ZONING

Proposed by: Selectmen

Article 30. To see if the Town will amend the Zoning By-Laws as follows:

(1) By deleting Section IX A 3.(b) in its entirety, relating to the area of tracts of land for CONSERVATION CLUSTER DEVELOPMENT, and by substituting therefor the following:

(b) the area of the tract of land is at least ten (10) acres and not more than twenty (20) acres;

(2) By deleting the first sentence of Section IX B D.1, relating to the "qualifying area" for PLANNED DEVELOPMENT DISTRICTS, and by substituting therefor the following:

In order to qualify as a planned development site, an area of land in a planned development district shall contain at least 310,000 contiguous square feet not divided by an existing street or aqueduct.

(3) By deleting Section IX B. D. 9 (b) in its entirety.

(4) By deleting Section IX B. D. 21 in its entirety.

(5) By adding the following definition to Section IX B. B., relating to PLANNED DEVELOPMENT DISTRICTS, as subsection 1, renumbering subsequent subsections accordingly:

1. Affordable unit: A dwelling unit which the Wayland Housing Authority certifies will, through repurchase agreement, covenant, deed restriction or other means enforceable by the Housing Authority, for a period of at least 99 years, be occupied only by persons or families of low or moderate income, as defined by the Massachusetts Executive Office of Communities and Development, under sales or leases at prices or rentals affordable to such persons or families as defined by said Executive Office.

(6) By adding the following to Section IX B. A. 3:

"including housing affordable to persons of low and moderate income," so that said section reads:

3. Development that provides for a variety of housing in Wayland, including housing affordable to persons of low and moderate income.

(7) By deleting Section IX B. D. 4 in its entirety, and substituting therefor the following:

4. Open Space Coverage.

At least 50% of the area of a planned development site shall consist of Common Land which may be either public land or private open space. However, any public land parcel shall be at least 10 contiguous acres, unless the Conservation Commission determines, in writing, that a parcel of less than 10 contiguous acres shall be accepted as public open space for any of the following reasons:

a. the parcel abuts other public open space;
b. the parcel is within 200 feet of existing roads;
c. the parcel contains special habitat or ecologically valuable or fragile features;
d. acquisition as public open space is in the best interests of the Town.

In planned development sites of more than 40 acres, at least 25% of the site shall be public land.

(8) By deleting the clause "No more than 15%..." from Section IX B. D. 6, and substituting therefor "No more than 30%...", so that said section reads:

6. Ground Coverage Limitations

No more than 30% of the total area of a planned development site shall be occupied by structures, parking areas, roadways and driveways, patios, storage spaces, or enclosed areas; provided, however, that buildings and structures erected on public land shall not be included in this calculation.

(9) By deleting Section IX B. D. 7, entitled "Density of Dwelling Units", in its entirety, and substituting therefor the following:

7. Density of Dwelling Units

The maximum number of dwelling units that may

be allowed in a planned development site shall be determined by the Board of Appeals in the following manner:

(a) The Basic Maximum Number of dwelling units allowed shall be equal to the number of building lots obtained by dividing 90% of the total area of the parcel, exclusive of land situated within a Flood Plain or designated as Wetlands by the Conservation Commission, pursuant to its authority under G.L. c. 131, s.40, by the minimum lot size permitted in the district within which the parcel is located. The Basic Maximum Number shall be determined in consultation with and certified by the Planning Board.

(b) The Board of Appeals may approve a planned development site containing more than the Basic Maximum Number of dwelling units, on the condition that any increase in the Basic Maximum Number shall be limited by the following:

(i) One additional market rate dwelling unit may be added for each affordable unit, as defined in Section IX B. B. 1, added to the Basic Maximum Number of units; and

(ii) A one percent (1%) increase of the Basic Maximum Number, up to a limit of 25%, may be added for each one percent (1%) increase in Common Land, in excess of the 50% required in Section IX B. D. 4, above. Computations resulting in .5 to .9 of a dwelling unit shall be rounded off to the higher number.

(c) The total number of additional dwelling units shall not exceed 100% of the Basic Maximum Number of dwelling units otherwise allowed under Section IX B. D. 7 (a), above.

(d) Bonus residential development shall not be allowed in that part of a planned development site located within an Aquifer Protection District.

(e) In the event that it is proposed to develop a planned development site in stages or over a period of years, the Planning Board may

recommend that the development plan provide for greater concentration of density or intensity of land use within some section or sections of the site than in other sections, provided, however, that approval of such greater concentration shall be offset by a smaller concentration in a section that shall have been completed prior thereto, and provided further that the total number of dwelling units in the planned development site shall not exceed the maximum determined in accordance with the aforesaid formula.

(10) By deleting the first sentence of Section IX B. D. 11 in its entirety, and substituting the following therefor:

In a planned development site of less than twenty-five (25) acres, no single or two-family building or structures accessory thereto may be erected nor may any land be paved, other than an approved access road, within fifty (50) feet of the perimeter of a planned development site, or within fifty feet from any pond, stream, or road (other than roads constructed as a part of the project and not intended for public acceptance by the Town), nor may any structure containing three (3) or more dwelling units, or structures accessory thereto, be erected within one hundred (100) feet of the perimeter of a planned development site, or within one hundred (100) feet from any pond, stream, or road (other than roads constructed as a part of the project and not intended for public acceptance by the Town).

In a planned development site of twenty-five (25) or more acres, no structure may be erected nor may any land be paved, other than an approved access road, within one hundred (100) feet of the perimeter of the planned development site, or within one hundred (100) feet from any pond, stream, or road (other than roads constructed as a part of the project and not intended for public acceptance by the Town).

Construction shall not take place within these buffers unless such construction shall have been recommended by the Planning Board acting in accord with the standards set forth in its regulations; such buffers shall retain, to the extent feasible, indigenous vegetation, or be planted in accordance with the regulations of the Planning Board.

(11) By deleting Section IX B.D. 12 in its entirety, and substituting the following therefor:

12. Visual Scale

No principal structures shall be placed closer to each other than the height of the taller structure. Departure from the visual scale of single-family development shall be minimized by limiting building length to not more than 250 feet and limiting unbroken roof area to not more than 2,500 square feet. Buildings shall be sited to assure privacy, promote views to outlying open areas, and reflect the character of the community in which they are located.

(12) By deleting the last sentence of Section IX B.D. 14 in its entirety, and substituting therefor the following:

Each parking lot shall be screened from public ways, ways within the planned development site, and adjacent residentially zoned property by building location, grading, fencing, or plantings sufficient to minimize visibility of the parking lots from such locations.

(13) By adding the following new Section IX B.D. 21:

21. Integration of Affordable Units

Affordable dwelling units shall be integrated into the overall development in such a manner, acceptable to the Board of Appeals, to prevent physical segregation of such units.

(14) By adding the following new Section IX B.D. 22:

22. Lighting

No building shall be floodlit. Drives and parking areas shall be illuminated only by shielded lights not higher than 15 feet.

(15) By deleting Section IX B.E. 2. in its entirety, and substituting the following therefor:

2. Review and Action by the Planning Board and Board of Health

Pursuant to Section IX B. E. 1, above, when submitting an application to the Board of Appeals for a special permit pursuant to Section IX B. E. 3, herein,

the applicant shall submit a copy of the proposed development plan to the Planning Board and the Board of Health. Where definitive plan approval shall be required pursuant to the Subdivision Control Act, and the Rules and Regulations of the Planning Board, the Planning Board may consider the submittal of the development plan towards fulfillment of definitive plan requirements, and, to the extent feasible, shall consolidate procedures required for review of said plans with the Board of Appeals. Where the development plan does not also require approval under the Subdivision Control Act, within 35 days after receipt of such development plan, the Planning Board and the Board of Health may file with the Board of Appeals a written report recommending approval, approval with modifications, or disapproval of such development plan, stating reasons therefor in a written report to the Board of Appeals. Failure by the Planning Board or the Board of Health to file such report shall be deemed a lack of opposition thereto. Nothing in this section shall be deemed to modify the powers of the Planning Board or the Board of Health under the Subdivision Control Act or the Rules and Regulations of the Planning Board, where applicable.

(16) By deleting Section IX B. E. 3 (a) in its entirety, and substituting therefor the following:

(a) The Board of Appeals shall review an application for a special permit for a planned development in accordance with the provisions of G.L. Chapter 40A, Section 9 and Section 11, as may be amended. The Board of Appeals shall hold a public hearing not less than 35 days, nor more than 65 days, after the filing of the application. Where the planned development shall also require approval of a definitive plan by the Planning Board, the Board of Appeals shall, to the extent feasible, consolidate its procedures with those of the Planning Board. Failure by the Board of Appeals to take final action upon an application for a special permit within ninety days following the date of public hearing shall be deemed to be a grant of the permit applied for.

(17) By deleting the words "thirty days" from the first sentence of Section IX B.E.3 (c), and substituting therefor the words "forty-five days".

(18) By deleting the words "sixty days" from the first sentence of Section IX B.E.3 (d), and substituting therefor the words "fifteen days".

(19) By deleting the words "sixty days" from the first sentence of Section IX B.E. 3 (e), and substituting therefor the words "ten days".

(20) By deleting the words "Upon receipt of all such material" from the first sentence of Section IX B.E. 3(f), and substituting therefor the words "Within fifteen days after receipt of all such material".

(21) By adding the following sentence after the word "hereunder", to Section IX B.E. 6:

> Notwithstanding anything herein to the contrary, a special permit granted thereunder shall lapse if construction thereunder is not begun within two (2) years from the date of such grant, except for good cause.

(22) By deleting the word "septic" in the first sentence of Section IX B.C. 4, and substituting therefor the word "sewage".

(23) By deleting the word "Septic" and the word "sewerage" from, respectively, the caption and the first sentence of Section IX B.D. 20, and substituting therefor, respectively, the word "sewage".

(24) By deleting Section IX B.B. 12 in its entirety, and substituting the following therefor:

Wet Areas - Wet Areas shall include land situated within a Flood Plain, or designated as Wetlands by the Conservation Commission pursuant to its authority under G.L. c. 131, s.40.

or take any action relative thereto.

COMMENTS: This Article has been proposed by the Incentive By-Law Committee in fulfillment of the responsibilities entrusted to them through the action of the 1986 Town Meeting authorizing the establishment of this Committee. The Committee was established to draft amendments to the Zoning By-Laws of the Town so as to offer incentives to developers of real estate to provide affordable housing as part of future developments.

The issue of affordable housing in Wayland will not go away. It is part of the eligibility requirements for a large part of State financial aid and grants. There are other issues, moral and ethical, surrounding the Town's responsibilities on affordable housing. There are the practical concerns of having the Town's destiny under its own control. The State's Snob Zoning Law - Chapter 774, controlling the development of low income housing by legally bypassing Wayland's permitting process, becomes far more difficult to force on our community, if we have taken reasonable steps to encourage affordable housing.

The Incentive Zoning By-Law Committee has spent two years completing the proposals contained in this Article. The two guiding principles used by the Committee to develop these recommendations were: first, affordable housing was not made a prerequisite of development, and second, no specific quotas or required percentages in individual developments would be determined by this Committee. Without the incentives provided by this Article, the maximum number of dwelling units would be equal to the number of units allowed under the single residence district.

The Committee proposes incentives for both affordable housing and increased open space (Conservation cluster option). The maximum density under this new By-Law would be equal to twice the single residence district density. There are 73 parcels of land in Wayland over 7.5 acres in size that this By-Law will cover (17 parcels - 7.5 to 10 acres; 33 parcels - 10 to 20 acres; 19 parcels - 20 to 125 acres; 4 parcels greater than 125 acres).

The current oversight requirements on planned unit developments exercised by Town Meeting, the Planning Board and the Zoning Board of Appeals remains intact. The Housing Authority will be responsible for certifying that the applicants for the affordable housing units meet the Massachusetts Executive Office of Communities and Development's guidelines.

This proposal is an important step in regaining control of the affordable housing issue in Wayland. Because of this, it is important that the Incentive Zoning By-Law Committee

provide sufficient information on this Article to all citizens prior to Town Meeting. If, in the opinion of the Finance Committee, insufficient political process has taken place by the time of Town Meeting, then it will recommend passing over the Article at Town Meeting.

ARGUMENTS OPPOSED: None the Committee is aware of.

ARGUMENTS IN FAVOR: This represents the best opportunity to retake control of the affordable housing issue in Wayland.

RECOMMENDATION: The Finance Committee recommends approval of this Article if the Incentive Zoning Committee can complete the necessary public education and information process by Town Meeting.

QUANTUM OF VOTE: Two-thirds - See Mass. Gen. Laws, Ch. 40A, Sec. 5.

ARTICLE 31. INCREASE MEMBERSHIP OF COUNCIL OF AGING

Proposed by: Council on Aging

Article 31. To see if the Town will vote to amend BY-LAWS OF THE TOWN OF WAYLAND, ARTICLE 22. COUNCIL ON AGING by striking paragraph 2, including subparagraphs 1 and 2, in its entirety and inserting in its place and stead the following:

The Council on Aging shall consist of nine (9) members who shall serve without pay, to be appointed by the Board of Selectmen for three-year terms except as follows:

1. Effective July 1, 1988, the Board of Selectmen shall appoint or re-appoint, as the case may be, three (3) members for three (3) years and one (1) member for two (2) years. The remaining five members shall be appointed or re-appointed, as the case may be, upon the expiration of the incumbent's term.

2. Whenever a vacancy shall occur in the membership of the Council on Aging by reason of death, resignation, inability to act or for any other reason, the vacancy shall be filled by appointment by the Board of Selectmen for the remainder of the unexpired term.;

or take any action relative thereto.

COMMENTS: The Council on Aging is established by Town Meeting vote in accordance with State law. The members of the Council on Aging are volunteers appointed by the Board of Selectmen. The purpose of the Council is to coordinate and carry out programs designed to meet the needs of Wayland seniors (60 years of age and over). At present, Wayland's senior population numbers over 2,000 and is growing. The Council feels it can better serve this expanding population by increasing its size by two members. Board members advocate for the Seniors with other Town Boards and organizations and participate in local and regional agencies on aging. They interact with the Seniors in the Senior Center and the community at large. Council members also actively seek Federal and State grant monies.

ARGUMENTS OPPOSED: The Finance Committee can think of none.

ARGUMENTS IN FAVOR: More Board members will enhance and expand these activities and requests.

RECOMMENDATION: The Finance Committee recommends approval of the article.

QUANTUM OF VOTE: Majority.

ARTICLE 32. DUDLEY POND WATERSHED DRAINAGE SYSTEM FUNDING

Proposed by: Surface Water Quality Committee

Estimated Cost: $120,000

Article 32. To see if the Town will vote to appropriate a sum of money to be expended by the Surface Water Quality Committee for a stormwater management system in the Dudley Pond watershed, including expenditures to cover the construction of leaching pits and drain manholes; installing pavement on unpaved roadways and to determine whether such money shall be provided for by taxation, by transfer from unappropriated available funds, by transfer from funds already appropriated for another purpose, by funds received as grants from the Commonwealth or Federal government, by borrowing under the authority of the General Laws, or otherwise; or take any action relative thereto.

COMMENTS: This Article was inserted in the Warrant by the Surface Water Quality Committee, to see if the Town will approve the expenditure of $120,000 as its share of a $480,000 construction project to implement a stormwater management program to improve the ecology of Dudley Pond. The State has assured the Town that 75% funding by the Department of Environmental Quality Engineering (DEQE) would be forthcoming, through the Clean Lakes Act. Much of the construction work to take place under this State program will substantially reduce the cost of a road betterment for Lakeshore Drive.

The project would involve the installation of stormwater collection and leaching system which would reduce the flow of nutrients (primarily nitrogen and phosphorus compounds) into the pond. These nutrients encourage the growth of algae and weeds which disrupt the ecology and, in time, would cause the pond to become a swamp. This Article presents the Town with the opportunity to take a significant step in the preservation of Dudley Pond with major financial participation from the State. It will, additionally, improve roads and property in the area. All expenditures under this Article are contingent upon receipt of the 75% State grant.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Two-thirds for Borrowing - See Mass. Gen. Laws, Ch. 44.

ARTICLE 33. NUISANCE BY-LAW

Proposed by: Petitioners

Article 33. To see if the Town will vote to amend the By-Laws of the Town by adding thereto the following:

WAYLAND NUISANCE BY-LAW

SECTION 1. Authority and Purpose

Pursuant to the general powers granted to cities and towns by Article 89 of the Amendments to the Massachusetts Constitution, and the specific powers granted by Section 1-3A of Chapter 139 of the Massachusetts General Laws, this by-law is adopted for the prevention of nuisances within the Town, which nuisances constitute a hazard or blight, or adversely affect property values.

SECTION 2. Definitions

2.1 Blight

Any condition seriously impairing the value, integrity, strength, durability or appearance of real property.

2.2 Building

A structure, whether portable or fixed, with exterior walls or firewalls and a roof, built, erected or framed, of a combination of any materials, to form shelter for persons, animals, or property. See "structure" below.

2.3 Dilapidated

In a condition of decay or partial ruin by reason of neglect, misuse, or deterioration. The term includes, but is not limited to:

having deteriorated or ineffective waterproofing of exterior walls, roofs, foundations or floors, including broken or inadequately secured windows or doors;

having defective weather protection (e.g., paint) for exterior wall coverings; deleterious weathering due to lack of such paint or other protective covering.

2.4 Interested Parties

In connection with the notification requirements of this By-Law, interested parties are the Building Commissioner; the owner(s) of property which is the subject of a hearing;

owners of land directly opposite the subject property on any public or private street or way, abutters of the subject property, and abutters of abutters within 300 feet of the property line of the subject property. Ownership of land shall be determined by the most recent tax list.

2.5 Nuisance

Any substantial interference with the common interest of the general public in the maintenance of decent, safe, and sanitary structures and neighborhoods, when such interference results from the hazardous or blighted condition of private real property. Specific conditions which may be characterized as nuisances may include, but shall not be limited to:

burnt structures not otherwise lawfully habitable or useable

dilapidated structures

dangerous or unsafe structures

overgrown vegetation which may harbor rats and vermin, conceal pools of stagnant water or other nuisances, or which is otherwise detrimental to neighboring properties or property values

dead, decayed, diseased or hazardous trees, debris or trash.

2.6 Owner

The person with record title to the property, or his authorized agent, assign or representative.

2.7 Structure

A combination of materials assembled at a fixed location to give support or shelter such as a building (see above), framework, retaining wall, reviewing stand, platform, bin, fence, sign, flagpole, recreational tramway, or mast for an antenna or the like.

SECTION 3. Administration

The Building Commissioner shall, on his own initiative or upon written complaint, inspect any condition which may constitute a nuisance. If, in his opinion, the condition does constitute a nuisance, he shall make a written report to the Selectmen of such condition, together with a petition for remedial action, and shall file a copy of the petition with the Town Clerk.

Upon receipt of such petition and report, the Board of Selectmen shall set a date for a hearing before said Board, not more than 30 days after the date of filing of the petition with the Town Clerk. Notice of said hearing shall be posted, published and sent to interested parties not less than 14 days before the date of said hearing. Notice of the hearing shall state the subject matter sufficient for proper identification, and the date, time and place of the hearing and shall be made in the following manner:

posting of the notice on the property on which the alleged nuisance exists,

publication of the notice in a newspaper of general circulation in Wayland and

mailings by certified mail to the addresses of interested parties.

Within 7 days of the hearing, the Selectmen shall determine whether or not the condition constitutes a nuisance, and shall determine what action shall be taken by the owner to remove the nuisance. Such actions may include, but shall not be limited to: demolition or repair of the structure, or the removal of vegetation, trees, debris, or trash. The Selectmen shall issue a Removal Order to the owner to abate such nuisance within 24 hours after service of the Order, or within such other time as it considers reasonable. An owner shall forfeit twenty dollars for every day during which he willfully violates such a Removal Order.

3.2 Service of Removal Order

In accordance with MGL Ch 139, s.1, the Town Clerk shall deliver a copy of the Removal Order to an officer qualified to serve civil process, who shall forthwith serve an attested copy thereof. Such a Removal Order shall be in writing, and shall be served on the owner in the manner specified by MGL Ch 111, s.124.

3.3 Removal of Nuisance by Selectmen

If the owner fails to comply with such a Removal Order, the Selectmen may cause the nuisance to be removed and all expenses incurred thereby shall constitute a debt due the Town upon completion of the removal and the rendering of an account therefor to the owner, and shall be recoverable from such owner in an action of contract. Any such debt shall constitute a lien on the land upon which the nuisance was located. The Selectmen shall follow the procedures relative to liens provided in MGL Ch 139, s.3A.

3.4 Appeal to Superior Court

In accordance with MGL Ch 139, s.2, a person aggrieved by such order may appeal to the superior court for the county where such building or other structure is situated, if, within three days after the service of the attested copy of the Removal Order upon him, he commences a civil action in such court.

or take any action relative thereto.

COMMENTS: The Finance Committee recommends that the Article be passed over for the following reasons:

As presented, the language is identical to that of a Framingham article (with the word "Wayland" substituted for "Framingham". No attempt has been made to adapt the Article to the specific situation in Wayland.

There has been insufficient political process:

There has been no public hearing on the Article;

The petitioner was unable to present the Article to the Finance Committee herself;

The Finance Committee is unaware of any public sentiment or concern in favor of the Article.

RECOMMENDATION: The Finance Committee does not recommend approval of the Article.

QUANTUM OF VOTE: Majority.

ARTICLE 34. COMPENSATING BALANCE AGREEMENTS

Proposed by: Board of Selectmen

Article 34. To see whether the Town will authorize the Treasurer to enter into compensating balance agreements during fiscal 1989, as permitted by Mass. General Laws, Chapter 44, Section 53F; or take any action relative thereto.

COMMENTS: This Article was inserted by the Board of Selectmen pursuant to a requirement by the State applying to all municipalities.

Cities and towns purchase many banking services from local banks and can pay for these services by fees, by service charges, or by compensating balances--that is, checking account deposit balances which do not otherwise earn interest.

Wayland purchases several services, including check reconciliation, check sorting, and some payroll services in addition to regular checking deposit and account maintenance. Local banks are asked to bid on these services and to state the amount of compensating balances they will require to render these services without any other charges.

Currently the total compensating balances required to provide these services by the low bid bank are $298,000; at 5-1/2% the Town foregoes interest income of about $16,390. We get credit for the money every day.

ARGUMENTS OPPOSED: None of Substance.

ARGUMENTS FOR: The process is an effective method of purchasing those financial services best provided by banks, and is required by state regulation.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority.

ARTICLE 35. SELL OR TRADE VEHICLES AND EQUIPMENT

Proposed by: Board of Selectmen

Article 35. To see if the Town will authorize the Selectmen to sell or otherwise dispose of certain vehicles, equipment, or other personal property in connection with the purchase of new vehicles, equipment, or otherwise; or take any action relative thereto.

COMMENTS: Authorization by a vote of the Town is necessary in order to sell, trade or otherwise dispose of Town property valued at $200 or more. The following items are scheduled for disposal in FY89:

POLICE DEPARTMENT
Two (2) 1986 Ford LTD, Crown Victoria
Three (3) 1987 Ford LTD, Crown Victoria

HIGHWAY DEPARTMENT
One (1) 1970 Michigan 55 III A Front End Loader
One (1) 1979 Chevrolet Pick-up

PARK AND RECREATION DEPARTMENT
One (1) 1979 Ford F250 4x2 3/4 ton Dump Truck
One (1) 1979 Jacobson F 10 Gang Mower
One (1) Ford Currier 1/2 ton Truck

WATER DEPARTMENT
One(1) Chevrolet 1/2 ton Pick-up Truck
One(1) Worthington Compressor Model 125 with hammers and drills, etc.

SCHOOL DEPARTMENT
One(1) 1983 Chevrolet, 4-door Sedan

Funds for the purchase of new equipment for which the items listed above will be traded or sold are provided in the budgets of the individual departments.

ARGUMENTS OPPOSED: None considered.

ARGUMENTS IN FAVOR: Budgets have been approved authorizing purchase of vehicles. It is therefore necessary to provide for disposal of the vehicles they replace.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority.

ARTICLE 36. AUTHORIZE TREASURER TO BORROW

Proposed by: Board of Selectmen

Article 36. To see if the Town will authorize the Treasurer, with the approval of the Selectmen, to borrow monies from time to time in anticipation of the revenue of the fiscal year beginning July 1, 1989 in accordance with the provisions of G.L. Chapter 44, Section 4, and Chapter 849 of the Acts of 1969, both as amended, and to issue a note or notes therefor, payable within one year, and to renew any note or notes that may be given for a period of less than one year in accord with the provisions of G.L. Chapter 44, Section 17, as amended; or take any action relative thereto.

COMMENTS: This Article provides for short-term borrowing in case of need, pending collection of real estate taxes.

RECOMMENDATION: The Finance Committee recommends approval of the Article.

QUANTUM OF VOTE: Majority - see Mass. G.L Ch. 44, Sec. 4.

ARTICLE 37. ACCEPT GIFTS

Proposed by: Town Counsel

Article 37. To see if the Town will vote to accept property which has tendered to it as a gift, bequest, devise or otherwise, including any or all of the property more fully described below; or take any other action relative thereto.

Description of Easement to be accepted from Mr. and Mrs. Walter to the Town of Wayland, as shown on plan entitled:

"Plan of Land in Wayland, Mass. showing a Proposed Easement Abandonment at 78 Old Connecticut Path" dated July 1987 Scale 1"=20', Wayland, Engineering Department.

and more particularly described as follows:

Beginning at a point on the southerly side of the Weston Aqueduct 10.45 feet at NA5-24-36E from a stone bound at the intersection of said southerly line of the Aqueduct and the property line between Lambert and Walter, thence

N 65-24-36E, thirty one and 36/100 (31.36) feet, thence

S 07-39-52E, three hundred eighteen and 36/100 (318.36) feet, to Old Connecticut Path, thence

S 88-27-13W, forty and 23/100 (40.23) feet, thence

N 07-30-35E, thirty-eight and 19/100 (38.19) feet, thence

N 07-39-52W, two hundred sixty eight and 10/100 (268.10) feet to the point of beginning.

COMMENTS: This is the regular Article by which the Town accepts gifts or easements.

ARGUMENTS OPPOSED: None heard by the Finance Committee.

ARGUMENTS IN FAVOR: This gift is valuable to the Town.

RECOMMENDATION: The Finance Committee recommends acceptance of the gift in accordance with the recommendations of Town Counsel.

QUANTUM OF VOTE: Two-thirds - See Mass. Gen. Laws, Ch. 40, Sec. 14.

ARTICLE 38. TRANSFER OF FUNDS

Proposed by: Finance Committee

Article 38. To see what sum, if any, the Town will transfer from available funds to meet any of the appropriations made under the foregoing Articles.

QUANTUM OF VOTE: Majority. See Mass. G.L. Ch. 44, Sec. 33B.

* * * * * * * * * * *

You are required to serve this Warrant by posting copies thereof, attested by you, at the Town Building, at the public libraries in Cochituate and in Wayland Center, and by mailing or delivering a copy thereof addressed to each residence in the Town, fourteen days, at least, before the time appointed for such meeting.

Hereof, fail not and deliver this Warrant with your return thereon to the Town Clerk on or before April 13, 1988.

Given under our hands and seals this 28th day of March, 1988.

MARCIA P. CROWLEY
GEORGE H. HARRIS
LEWIS S. RUSSELL
CATHERINE W. SEILER

Selectmen of the
Town of Wayland

WALTER F. POPE
SAMUEL T. ANSELL
JAMES BARRETT
SHEILA D. BOES
CHRISTOPHER LYNCH
DONALD TUCKER
ROBERT L. WEST

Finance Committee

APPENDIX A
ADMINISTRATIVE & PROFESSIONAL SALARIES

POSITION TITLE	DATE OF APPOINTMENT	SALARY 7/1/87	SALARY 7/1/88
Executive Secretary	11/24	52,200	52,200*
Asst. Exec. Secy.[1]	3/31	--[1]	40,000
Assoc. Town Counsel	03/12	52,000[2]	52,000*
Town Accountant/ Finance Director	06/25	47,000[3]	47,000[4]
Office Administrator	12/11	30,500	30,500*
Treasurer/Collector	03/04	31,500	31,500*
Data Processing Manager	05/31	38,550	38,550[4]
Police Chief	07/01	42,650	42,650[4]
Fire Chief	03/19	45,300	46,910[5*]
Town Surveyor	04/12	38,500	38,500*
Building/Zoning Inspector[6]	01/11	31,450	30,250
Dog Officer	04/30	18,400	18,400[4]
Detached Social Worker	08/16	37,600	39,100
Library Director	08/19	34,350	36,400
Assistant Assessor[6]	11/30	25,000	27,000
Town Planner[6]	02/08	27,050	35,000
Conservation Administrator[6]	08/03	27,650	26,500
Park & Recreation Superintendent	10/31	40,160	42,175

POSITION TITLE	DATE OF APPOINTMENT	SALARY 7/1/87	SALARY 7/1/88
Highway Superintendent	07/27	37,800	39,750
Chief Operator W/S Septage Plant	10/11	28,850	30,600
Water Superintendent	04/01	39,450	39,450[4]

*Due to a change in the procedure for completing performance evaluations, F.Y.'88 evaluations were not complete as of the printing of the warrant.

1 Position was formerly combined with the Associate Town Counsel position and has absorbed the duties of the Personnel Director position.

2 The work week of this position was reduced from 5 days to 3 days in November 1987, which proportionately reduced the salary to $31,200.

3 Does not include $2,500 bonus granted in 8/87, $200 of which has been refunded to the Town.

4 Since the anniversary date occurs after the Town Meeting warrant was printed and on or before 7/1/88, salary is subject to change.

5 Incumbent received a $1,610 salary increase effective December 15, 1988, in recognition of the assignment of the additional duties of Civil Defense Director and Municipal Right-to-Know Coordinator.

6 A personnel change has occurred in this position since 7/1/87 resulting in an irregular salary change.

APPENDIX B - SCHOOL DEPARTMENT SALARIES

ADMINISTRATIVE SALARIES

NON-UNION POSITIONS	FY 1988	FY 1989
Superintendent of Schools	77,200 (+2,500 annuity per year)	
Assistant Superintendent	60,000	
Director of Programs (part time)	--	
Director of Personnel (part time)	27,500	
Director of Business Affairs	54,000	
Director of Special Education	52,600	
Director of Food Services(a)	23,540	

UNIONIZED POSITIONS	FY 1988	FY1989*
High School Principal (b)	61,215	
Junior High Principal (b)	58,000	
Elementary Principals (b)	53,525	
High School Assistant Principals (b)	51,740	
Junior High Assistant Principal (b)	50,000	

UNIONIZED POSITIONS	FY 1988	FY 1989
Assistant Director of Special Education	35,744	40,483

NOTES: (a) The position of Director of Food Services is no longer included within the School Department budget. It is fully funded by cafeteria receipts.

(b) Ranges are established through collective bargaining. Placement within the range is recommended by the Superintendent to the School Committee following annual performance appraisals in June.

*Not determined as of this date.

TEACHERS' SALARY SCHEDULE FY 1989

STEP	BACH.	B+15	MASTER	M+30	M+60	DOCT.
1	20,472	20,964	21,705	22,690	23,647	25,643
2	21,455	21,948	22,815	23,921	24,905	26,878
3	22,444	22,J933	23,912	25,150	26,134	28,105
4	24,412	25,023	26,134	27,611	28,596	30,566
5	25,397	25,887	27,243	28,801	29,831	31,796
6	26,384	26,873	28,352	30,075	31,059	33,030
7	27,363	27,858	29,458	31,304	32,292	34,260
8	28,353	28,843	30,566	32,537	33,523	35,493
9	29,336	29,830	31,679	33,767	34,750	36,724
10	34,399	34,631	34,746	35,002	35,987	37,953
11			35,122	36,232	37,215	39,187
12			39,182	43,107	45,782	47,888

LEADERSHIP STIPENDS FY 1989

Department Heads (9-12) 3,539

Department Heads (K-12) 3,775

Team Leaders (K-5):
- Math 3,539
- Language Arts - Social Studies 3,539
- Science 2,950

Coordinator of Health Education (K-12). . . . 3,539

Curriculum Leaders (6-8) 2,950

House Leaders (6-8):
- Five sections or less 2,389
- More than five sections 3,539

Director of Physical Education and Athletics (K-12) 4,719

CO-CURRICULAR STIPENDS FY 1989

Football	4,187
Yearbook, High School	3,480
Basketball (boys)	3,480
Basketball (girls)	3,480
Gymnastics (boys)	3,480
Gymnastics (girls)	3,480
Ice Hockey	3,480
Skiing	3,480
Winter Track	3,480
Wrestling	3,480
Football Assistant	3,187
Swimming (boys)	3,121
Swimming (girls)	3,121
Baseball	2,761
Cross Country	2,761
Field Hockey	2,761
Golf	2,761
Lacrosse	2,761
Soccer (boys)	2,761
Soccer (girls)	2,761
Softball	2,761
Spring Track	2,761
Basketball Assistant	2,626
Ice Hockey Assistant	2,626
Wrestling Assistant	2,626
Skiing Assistant	2,626
Swimming Assistant	2,341
Senior Class	2,120
Baseball Assistant	2,110
Field Hockey Assistant	2,110
Lacrosse Assistant	2,110
Soccer Assistant	2,110
Softball Assistant	2,110
Spring Track Assistant	2,110
Tennis Assistant	2,110
Lunchroom (High School)	2,001
Lunchroom (Junior High)	2,001
Band Director	1,876
Music Director	1,876
Academic Decathlon	1,501
Junior Class	1,501
Fall Cheerleaders	1,380
Winter Cheerleaders	1,380
Greenhouse Club	1,251
Math Team	1,251
Newspaper (High School)	1,251
Outing Club	1,251
Student Council (High Sch.)	1,251

Junior High Interscholastics

Baseball	1,180
Basketball (boys)	1,180
Basketball (girls)	1,180
Field Hockey	1,180
Soccer (boys)	1,180
Soccer (girls)	1,180
Softball	1,180
Chess Club	1,000
Debating Club	1,000
Drama (Junior High)	1,000
French Club	1,000
Latin Club	1,000
Music Activities Coord.	1,000
Newspaper (Junior High)	1,000
Photography Club	1,000
Science Team	1,000
Sophomore Class	1,000
Spanish Club	1,000
Yearbook (Junior High)	1,000
Business Career Club	750
Color Guard (High School)	750
Combined Art	750
Computer Club	750
Forensic Club	750
Freshman Class	750
Key Club	750
Literary Magazine	750
National Honor Society	750
SABSE	750
SADD	750
Student Council (Junior High)	750
Spring Intramurals (Jr. High)	415
Winter Intramurals (Jr. High)	415
Wrestling Club (Junior High)	415
Ham Radio	415

NOTES: (1) Supervision of overnight education activities: each teacher receives $40.00.

(2) Chaperoning activities during non-school hours: each teacher receives $12.00 per hour.

(3) Home teaching and tutorial fees shall be set at a minimum of $20.00 per hour.

SUBSTITUTE TEACHERS FY 1989

$45.00 per day first 20 days
$50.00 per day 21st to 60th day
$55.00 per day 61st to 180th day

TEMPORARY TEACHERS

$105.00 per day (long-term assignment same classroom)

SCHOOL SECRETARY - CLERICAL - UNION FY 1989

12 MONTH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Secretary	14,789	15,360	15,803	16,446	17,044	18,488	19,963
Secretary Data Proc.	15,110	15,842	16,446	17,251	18,010	19,611	21,250
Secretary Recept.	14,789	15,360	15,803	16,446	17,044	18,488	19,963
Bookkeeper Data Proc.	14,789	15,360	15,965	16,761	17,526	19,130	20,768
Bookkeeper	14,789	15,360	15,803	16,446	17,044	18,488	19,963
10 MONTH 35 HOURS							
Secretary	10,306	10,714	11,008	11,447	11,861	12,864	13,499
Secretary Recpt.	10,306	10,714	11,008	11,447	11,861	12,864	13,499
10 MONTH 32.5 HOURS							
Secretary Recpt.	9,227	9,586	9,864	10,241	10,654	11,681	12,268
10 MONTH 30 HOURS							
Secretary	8,229	8,418	8,657	9,028	9,421	10,615	11,145
10 MONTH 27 HOURS							
Library Aide	7,276	7,545	7,764	8,075	8,444	9,431	9,892
10 MONTH 25 HOURS							
Secretary	6,863	7,015	7,203	7,515	7,853	8,842	9,284

SCHOOL SECRETARY - PARAPROFESSIONALS - UNION FY 1989

10 MONTH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Lab. Asst. 32.5 hrs.	8,659	9.072	9,522	10,040	10,873	11,385
Study Hall Aide 30 hrs.	8,313	8,902	9,482	9,960	10,676	11,270
Study Hall Aide 32.5 hrs.	9,091	9,635	10,253	10,813	11,572	12,197
Student Supervisor 32.5 hrs.	9,781	10,338	10,959	11,516	12,286	12,865
Teacher Aide 25 hrs.	6,668	6,978	7,320	7,723	8,364	8,764
Sp. Needs Aide 25 hrs.	6,668	6,978	7,320	7,723	8,364	8,764
Sp. Needs Aide 30 hrs.	7,999	8,377	8,785	9,269	10,033	10,466
PL 94-142 Aide 30 hrs.	7,999	8,377	8,785	9,269	10,033	10,466
Work Study Aide 32.5 hrs.	9,781	10,338	10,959	11,516	12,286	12,865
Early Childhood Asst. 35 hrs.	10,529	11,123	11,788	12,411	13,236	13,859

CONFIDENTIAL EMPLOYEES	FY 1988	FY 1989*
Secretary to the Superintendent	28,000	
Secretary to Assistant Superintendent	23,000	
Secretary to School Business Administrator	21,150	

*Not determined as of this date

CUSTODIAL SALARIES AND WAGE FY 1989

CUSTODIAN:	PROB.	STEP 1	STEP 2	STEP 3	MAXIMUM
Nights	15,704	16,661	17,680	19,032	20,654
Days	15,454	16,432	17,389	18,720	20,342
Night Foreman	16,432	17,410	18,325	19,760	21,382

CUSTODIAL SALARIES AND WAGE FY 1989 CONTINUED

	PROB.	STEP 1	STEP 2	STEP 3	MAXIMUM
HEAD CUSTODIANS:					
Elementary	18,325	18,658	19,448	20,987	22,381
Junior High and Town Hall	19,739	20,384	21,112	21,965	23,795
High School/ Nights	24,419	25,002	25,584	26,166	26,749
High School/ Days	21,091	21,923	22,776	23,858	25,209
MAINTENANCE	18,346	19,032	19,739	21,112	22,589

1st State License $5,481 2nd State License $5,481

APPENDIX C

SALARY SCHEDULE - ELECTED TOWN OFFICERS

	FY 1988	FY 1989
Selectmen (5)	100	100
Assessors - Chairman	1,600	1,600
- Assessors (2)	1,500	1,500
Town Clerk	19,200	22,500
Board of Health Members (3)	50	50
Water Commissioners (3)	75	75

APPENDIX D

SALARY AND WAGES ($32,500 OR MORE)

The following amounts are from W-2 forms for calendar 1987 and includes any overtime and stipends. The difference between base salary and the amount shown below is overtime or stipends which vary year to year.

GENERAL GOVERNMENT

Executive Secretary	53,093	Data Processing Mgr.	38,084
Asst. Exec. Sec./ Assc. Town Counsel	42,221	Town Surveyor	38,593
Finance Director	48,767		

HEALTH

Social Worker	40,157

PARK DEPARTMENT

Superintendent	41,241

HIGHWAY

Superintendent	38,859
Master Mechanic	33,248

POLICE DEPARMENT (Including Overtime & Private Details)

Police Chief	41,752	Patrolman	45,096
Lieutenant	39,564	Patrolman	43,466
Youth Officer	32,936	Patrolman	50,402
Sergeant	42,703	Patrolman	36,291
Sergeant	52,724	Patrolman	39,292
Sergeant	59,550	Patrolman	37,590
Sergeant	43,493	Patrolman	41,404
Detective	39,770	Patrolman	33,773

FIRE DEPARTMENT (Including Overtime)

Chief	45,528	Fireman/Electrician	34,818
Captain	39,160	Fireman/Mechanic	34,076
Captain	47,435	Fireman/Clerk	38,510
Captain	38,026	Firefighter	32,621
Deputy Chief	45,855		

LIBRARY

Librarian	35,628

WATER DEPARTMENT

Superintendent	39,440

SCHOOL DEPARTMENT

Administration:

Superintendent	77,200	Dir. Bus. Affairs	41,231
Asst. Superintendent	60,000	Dir. Spec. Needs	52,600

PRINCIPALS

High School	61,215	Asst. Junior High	50,000
Asst. High School	51,740	Happy Hollow	53,525
Asst. High School	51,740	Claypit Hill	53,025
Junior High School	58,000		

DEPARTMENT HEAD

44,801	44,890	46,990	47,160	47,160	47,550
48,892	49,191	47,290	46,602	45,150	44,890
39,841	39,115	40,757	36,023	36,023	36,005
50,822	48,012	47,622	47,622	47,662	46,601
46,341	45,981	45,737	44,839	44,839	44,839
44,839	44,593	44,592	44,202	42,630	41,297
41,049	40,757	40,000	35,744		

TEACHERS

32,528	32,528	32,528	32,610	32,748	32,748
32,748	32,748	32,748	32,748	32,748	32,748
32,748	32,857	32,861	32,971	33,008	33,178
33,203	33,286	33,294	33,489	34,533	34,652
35,139	35,302	35,409	36,148	36,568	37,052
37,052	37,052	37,052	37,052	37,052	37,052
37,052	37,052	37,312	37,312	38,044	38,809
39,535	40,763	40,763	45,565	47,177	40,763
40,763	40,763	40,763	40,763	40,763	40,763
40,763	40,763	40,763	40,763	40,763	40,763
40,763	41,023	41,153	40,763	40,763	40,893
41,023	43,293	43,293	41,153	41,283	41,387
41,673	43,293	43,293	43,293	43,293	43,293
43,293	43,683	43,683	43,293	43,473	43,504
43,553	45,285	45,545	43,943	43,943	45,285
45,285					

APPENDIX E

Refer to Article 4.

WAGE AND SALARY CLASSIFICATION PLAN
TOWN OF WAYLAND, MASSACHUSETTS

ARTICLE 1

PERSONNEL BOARD

SECTION 1. There shall be a Personnel Board of five members appointed by the Selectmen, who shall have power to fill vacancies. The term of appointment shall be for five years except where the appointment is to fill a vacancy, and then it shall be to fill the unexpired term. No member of the Personnel Board shall be an employee of the Town or hold Town office. Members of the Personnel Board shall serve without compensation.

SECTION 2. The Personnel Board shall have the following powers and duties:

(a) to administer this Wage and Salary Classification Plan (hereafter called "Plan") in cooperation with the Town Boards and Departments affected;

(b) to approve all pay or classification changes of Town employees, including all hiring rates and classifications;

(c) [1] to negotiate collective bargaining agreements for the Town;

(d) to establish such central personnel files for all employees as it deems useful in the administration of the Plan; and

(e) to review the operation of the Plan annually, including minimum and maximum wage and salary brackets, and recommend to the Town any appropriate changes.

In the case of any dispute concerning the interpretation or administration of the Plan, the decision of the Personnel Board shall be final, subject to an appeal to the Town at the next Town Meeting.

SECTION 3. The Personnel Board shall meet as often as necessary to consider such business as may be presented by Town Officials, Town Employees, or other interested persons, but not less often that quarterly. Three members of the Board shall constitute a quorum, and all action shall be taken by a majority of the members present at the Board Meeting, provided that the Board may delegate to the Chairman power to act at any time on routine matters,[2] subject to appeal to the full Board.

1 New sentence; reflects duty delegated by Selectmen.
2 Deleted "at the request of the employing agency".

ARTICLE II

SALARY AND WAGE RATES

* * *

SECTION 5. The wages and salaries of Town employees shall be fixed in strict accordance with this Plan. No employing agency shall pay or employ any person at a salary or wage not fixed in accordance with this Plan and approved by the Personnel Board hereunder.

* * *

Refer to Article 26.

Massachusetts General Laws Chapter 71, Sec. 71F

SECTION 71F. **Nonresident or foster care students; deposit of tuition payments and state reimbursements; expenditures and appropriations.**

In any city or town which accepts this section, all monies received by the school committee as tuition payments for nonresident students and as state reimbursements for students who are foster care children shall be deposited with the treasurer of the town or city and held as separate accounts. The receipts held in such a separate account may be expended by said school committee without further appropriation for expenses incurred in providing education for such nonresident students or for such students who are foster care children, notwithstanding the provisions of section fifty-three of chapter forty-four. A city or town may appropriate funds for expenses incurred in providing education for such nonresident students or for such students who are foster care children, which funds shall be expended by the school committee in addition to funds provided from other sources.

Refer to Article 27.

Massachusetts General Laws Chapter 59, Section 5, Clause 17D

Seventeenth D. Real estate, to the taxable valuation of two thousand dollars or the sum of one hundred and seventy-five dollars, whichever would result in an abatement of the greater amount of actual taxes due, of a surviving spouse or of any minor whose parent is deceased, occupied by such spouse, or minor as her or his domicile, or a person or persons over the age of seventy who has owned and occupied it as a domicile for not less than five years; provided, that the whole estate, real and personal, of such spouse, person or minor does not exceed in value the sum of forty thousand dollars provided that the real property occupied by such person as his or her domicile shall not be included in computing the whole estate, except for any portion of said real property which produces income and exceeds two dwelling units, exclusive of property otherwise exempt under clauses Twelfth, Twentieth and Twenty-first, exclusive of the value of the mortgage interest held by persons other than the person or persons to be exempted in such mortgaged real estate as may be included in such whole estate.

No real estate shall be so exempt which the assessors shall adjudge has been conveyed to such spouse, person or minor to evade taxation. A spouse, person or minor aggrieved by any such judgment may appeal to the county commissioners or to the appellate tax board within the time and in such manner allowed by section sixty-four or sixty-five, as the case may be. Any exemption under this clause, to the taxable valuation of two thousand dollars or the sum of one hundred and seventy-five dollars, whichever would result in an abatement of the greater amount of actual taxes due may be apportioned among the persons whose title to the real estate was acquired under the provisions of section three of chapter one hundred and nine and who qualify for an exemption under this clause. This clause shall take effect in any city or town upon its acceptance by such city or town for fiscal years commencing on or after July 1st, nineteen hundred and eighty-six, or for fiscal years commencing on or after such later July first as the city or town may elect. In those cities and towns which accept the provisions of this clause, the provisions of clauses Seventeenth and Seventeenth C shall not be applicable; provided, however, that the state treasurer shall annually reimburse the city or town an amount equal to the reimbursement granted to such city or town under said clauses Seventeenth for the most recent fiscal year in which it received such reimbursement.

Refer to Article 28.

Massachusetts General Laws Chapter 59, Section 5, Clause 41C

Forty-first C, Real Property, to the amount of four thousand dollars of taxable valuation or the sum of five hundred dollars, whichever would amount in an exemption of the greater amount of taxes due, of a person who has reached his seventieth birthday prior to the fiscal year for which an exemption is sought and occupied by said person as his domicile, or of a person who owns the same jointly with his spouse, either of whom has reached his seventieth birthday prior to the fiscal year for which an exemption is sought and occupied by them as their domicile, or for a person who has reached his seventieth birthday prior to the fiscal year for which an exemption is sought who owns the same jointly or as a tenant in common with a person not his spouse and occupied by him as his domicile; provided: (A) that such person (1) has been domiciled in the commonwealth for the preceding ten years, (2) has so owned and occupied such real property or other real property in the commonwealth for five years, or (3) is a surviving spouse who inherits such real property and has occupied such real property in the commonwealth five years and who otherwise qualified under this clause; (B) that such person had, in the preceding year gross receipts from all sources of less than thirteen thousand dollars, or if married, combined gross receipts with his spouse of less than fifteen thousand dollars, provided, however, that in computing the gross receipts of an applicant under this clause ordinary business expenses and losses may be deducted, but not personal or family expenses; and provided, further, that there shall be deducted from the total amount received by the applicant under the federal social security or railroad retirement and from any annuity, pension, or retirement plan established for employees of the United States government, the government of the commonwealth, or the government of any city, town, county, or special district, included in such gross receipts, an amount equivalent to the minimum payment then payable under said federal social security law, as determined by the commissioner of revenue, to a retired worker seventy years of age or over, if the applicant is married, or to a retired worker and spouse, both of whom are seventy years of age or over, if the applicant is married; and (C) that such person had a whole estate, real and personal, not in excess of twenty-eight thousand dollars, or if married, not in excess of thirty thousand dollars, provided that real property occupied as his domicile shall not be included in computing the whole estate except for any portion of said property which produces income and exceeds two dwelling units. In the case of real property owned by a person jointly or as a tenant in common with a person not his spouse, the amount of his exemption under this clause shall be that proportion of four thousand dollars valuation or the sum of five hundred dollars, whichever would result in an exemption of the greater amount of taxes due, which the amount of his interest in such property bears to the whole tax due, provided: (A) that no exemption shall be granted to any joint tenant or tenant in common unless the gross receipts from all sources whatsoever of each joint tenant or tenant in common is less than thirteen thousand dollars or, if married, the combined gross receipts from all sources

whatsoever, of each joint tenant or tenant in common and his spouse is less than fifteen thousand dollars, provided, however, that in computing the gross receipts of an applicant under this clause ordinary business expenses and losses may be deducted, but not personal or family expenses; and provided, further, that there shall be deducted from the total amount received by the applicant under the federal social security or railroad retirement and from an annuity, pension, or retirement plan established for employees of the United States government, the government of the commonwealth, or the government of any city, town, county, or special district, included in such receipts, an amount equivalent to the minimum payment then payable under said federal social security law, as determined by the commissioner of revenue, to a retired worker seventy years of age or over, if the applicant is unmarried, or to a retired worker and spouse, both of whom are seventy years of age or over, if the applicant is married; and (B) that the combined whole estate, real and personal, of each joint tenant or tenant in common is less than twenty-eight thousand dollars or, if married, the combined whole estate, real and personal of each joint tenant or tenant in common and his spouse does not exceed thirty thousand dollars, provided that real property occupied as their domicile shall not be included in computing the whole estate except for any portion of said property which produces income and exceeds two dwelling units. No proportion of the exemption shall be denied to any applicant otherwise qualified for the reason that another joint tenant or tenant in common receives a proportion of the total exemption. Household furnishings and property already exempt under the clauses Twelfth, Twentieth, Thirty-first, and Thirty-fifth shall not be included in computing the whole estate for purposes of this section. Where a portion of the real property occupied as a domicile of an applicant under this clause is located within a municipality other than the municipality in which the applicant is domiciled, and where the value of said property, or the taxes, assessed by the municipality in which such applicant is domiciled would result in his receiving less than the maximum exemption provided by this clause, that part of the property of such applicant within such other municipality shall be exempt to a value, or to an amount of tax, sufficient to grant the applicant the total maximum exemption provided by the clause. This clause shall take effect in any city or town upon its acceptance by such city or town for fiscal years commencing on or after July first, nineteen hundred and eighty-six, or for fiscal years commencing on or after such later July first as the city or town may elect. In those cities and town which accept the provisions of this clause, the provisions of clause Forty-first and Forty-first B shall not be applicable; provided, however, that any amount of money annually appropriated by the commonwealth for the purpose of reimbursing cities and town for taxes abated under this clause, clause Forty-first and clause Forty-first B shall be distributed as provided in said clause Forty-first.

Refer to Article 29.

Massachusetts General Laws Chapter 80, BETTERMENTS

Section 1. **Assessment of cost of public improvements**

Whenever a limited and determinable area receives benefit or advantage, other than the general advantage to the community, from a public improvement made by or in accordance with the formal vote or order of a board of officers of the commonwealth or of a county, city, town or district, and such order states that betterments are to be assessed for the improvement, such board shall within six months after the completion of the improvement determine the value of such benefit or advantage to the land within such area and assess upon each parcel thereof a proportionate share of the cost of such improvement, and shall include in such cost all damages awarded therfor under chapter seventy-nine; but no such assessment shall exceed the amount of such adjudged benefit or advantage. The board shall in the order of assessment designate as the owner of each parcel the person who was liable to assessment therefor on the preceding January first under the provisions of chapter fifty-nine.

* * *

Refer to Article 31.

BY-LAWS OF THE TOWN OF WAYLAND

ARTICLE 22. COUNCIL ON AGING

There shall be established a council on aging for the purpose of coordinating or carrying our programs designed to meet the problems of the aging pursuant to the provisions of G.L. Chapter 40, Section 8B.

The Council shall consist of seven (7) members who shall sever without pay, to be appointed by the Selectmen for three-year terms except as follows:

1. Upon approval of this By-law by the Attorney General, the Selectmen shall appoint three (3) members for three (3) years, two (2) members of two (2) years and two (2) members for a one (1) year term. Members whose terms have expired shall be eligible for reappointed.

2. Whenever a vacancy shall occur in the membership of the Council by reason of death, resignation, inability to act or for any other reason, the vacancy shall be filled by appointment by the Selectmen for the remainder of the term.

The Council on Aging shall, at its first meeting and, thereafter, annually in April of each year, elect from its membership a President, 1st Vice President, 2nd Vice President, Secretary and Treasurer. Each officer shall hold office until the next annual election or until his successor shall have been elected and qualified. In the event a vacancy shall occur in any of the offices above, the Council shall hold a special meeting for the purpose of electing one of its members to fill such vacancy.

The Council shall prepare and submit an annual report to the Town and shall send a copy thereof to the Commission on Aging.

The Council may appoint such clerks and other employees as it may require, subject, always, to the availability of funds appropriated for this purpose.

As amended 1973 Annual Town Meeting, Article II.

TOWN OF WAYLAND
Board of Selectmen
41 COCHITUATE ROAD
WAYLAND, MA 01778

Bulk Rate
U.S. Postage
PAID
Permit No. 16
Wayland, Mass.

POSTAL PATRON

WAYLAND, MASS. 01778